

# Employment Gazette

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Department of Employment

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OF POLITICAL AND  
ECONOMIC SCIENCE



**Women workers  
under pressure**



**Contents** OF POLITICAL AND ECONOMIC SCIENCE

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**Cover picture**

A series of studies from the Medical Research Council examined specific aspects of the extent to which mental strain and ill-health among industrial workers may be caused by the nature of their jobs. One of these studies looked at women production-line workers (p. 344).

**EDITOR**

**Steve Reardon**

**DEPUTY EDITOR**

**John Pugh**

**STUDIO**

**Kenneth Prowen**

**Christine Holdforth**

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**BACKFILE VOLUMES**

Complete volumes of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1979 and *Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 18 Bedford Row, London WC1R 4EJ.



## Free Department of Employment leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available free of charge from employment offices, jobcentres, unemployment benefit offices and regional offices of the Department of Employment, or from:

Public Inquiry Office, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 5551)

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office, Information 4, Department of Employment at the above address.

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions, nor does it include any priced publications of the Department of Employment.

### Employment legislation

A series of leaflets giving guidance on current employment legislation. It deals with the *Employment Protection (Consolidation) Act 1978*, which came into effect on 1 November 1978 and brought together in one enactment the provisions on the employment rights previously contained in the *Redundancy Payments Act 1965*, *Contracts of Employment Act 1972*, *Trade Unions and Labour Relations Acts 1974 and 1976*, and the *Employment Protection Act 1975*.

The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:

*Trade Union and Labour Relations Acts 1974 and 1976*, *Employment Protection Act 1975*, and the *Employment Protection (Consolidation) Act 1978*.

No 10 in the series has been withdrawn as the provisions no longer apply.

1	Written statement of main terms and conditions of employment	PL631
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3	Employees' rights on insolvency of employer	PL619 (rev)
4	Employment rights for the expectant mother	PL652
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7	Union membership rights and the closed shop	PL658
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	Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal	RCP1
	Employment Act 1980—an outline	PL651

### Other related publications

	Code of practice—picketing	
	Code of practice—closed shop agreements and arrangements	
	Employees' rights on insolvency of employer	
	Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver	IL1 (rev)
	Insolvency of employers	
	Safeguard of occupational pension scheme contributions	IL2

### Time off with pay for safety representatives

A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties

PL634 (rev)

### Redundancy payments

#### The Redundancy Payments Scheme—March 1980

General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the *Employment Protection (Consolidation) Act 1978*

The *Redundancy Payments Scheme*—A leaflet outlining aspects of the *Redundancy Payments Scheme* of particular interest to employees

RPL6

#### The Redundancy Payments Scheme—offsetting pensions against redundancy payments

Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments

RPL1

### Industrial tribunals

*Industrial tribunals procedure*  
For parties concerned in industrial tribunal proceedings

ITL1

*Industrial tribunals*  
For appellants with particular reference to industrial training board levy assessments

ITL5

*Determination of question by industrial tribunals*

For appellants and respondents, with particular reference to the *Health and Safety at Work etc Act 1974*

ITL19

### Overseas workers

*Employment of overseas workers in the United Kingdom from 1 January 1980*  
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibraltar

OW5 (1981)

*Employment in the United Kingdom*  
A guide for workers from non EEC countries

OW17 (1980)

*Employment of overseas workers in the United Kingdom from 1 January 1980*  
Training and work experience schemes

OW21 (1981)

*Employment of overseas workers in the United Kingdom from 1 January 1980*  
Training and work experience schemes

*Employment of overseas workers in the United Kingdom from 1 January 1980*  
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### Special employment measures

*Temporary Short Time Working Compensation Scheme*  
For firms faced with making workers redundant

PL636 (2nd rev)

*Job Release Scheme*  
Information on the scheme for employees aged 64 (men) and 59 (women)

PL664 (1981)

*Job Release Scheme*  
Information on the scheme for disabled men aged 60 to 63

PL665 (1981)

*Job Release Scheme*  
Information on the scheme for men aged 63 and 62

PL674

*Job Release Scheme*  
Information on the scheme for men aged 63 and 62

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Information on the scheme for men aged 63 and 62

# EMPLOYMENT BRIEF

## Education and training seen as key to job chances

The Government has announced a multi-million pound package of measures aimed at helping the young unemployed and improving their chances of finding work.

An extra £60 million will be provided over the next two years to encourage more young people to stay on at school or college to obtain higher qualifications. It is hoped that as many as 50,000 people could benefit.

A further £20 million has been made available to support industries' longer-term skilled training.

In addition the Government has reaffirmed its pledge to find all unemployed young people a place under the Youth Opportunities Programme by Christmas and to try and find a place within three months for other young people who have been unemployed for three months.

### Value for money

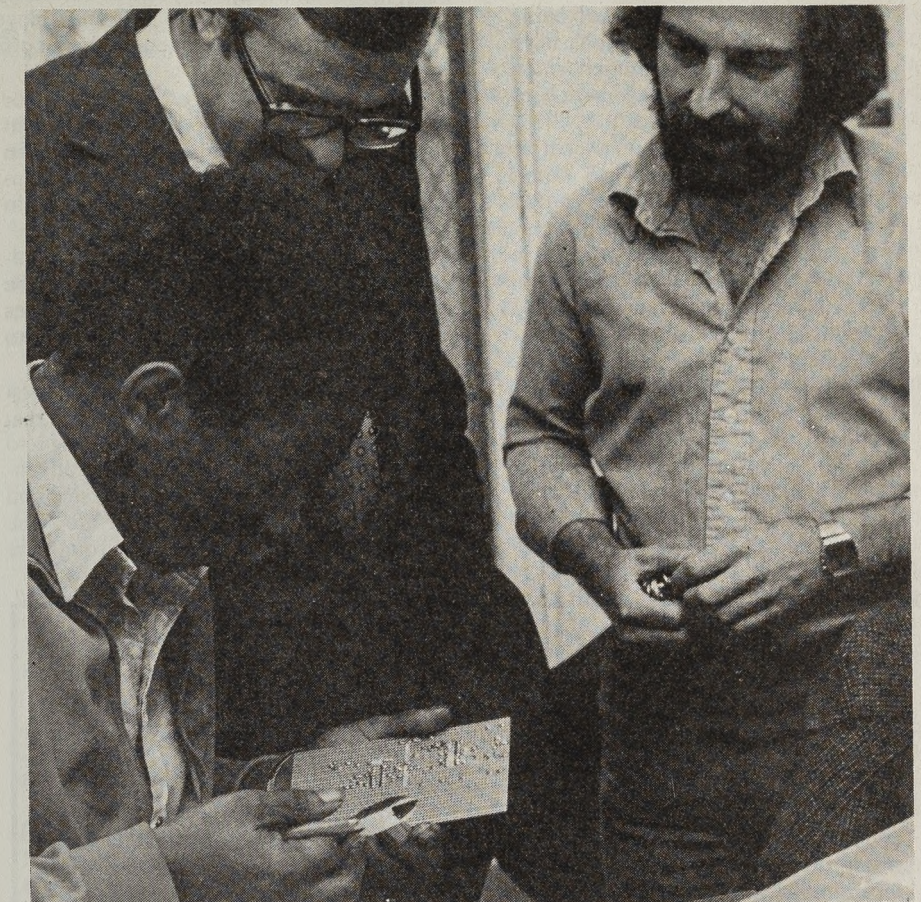
In her statement on the package, the Prime Minister said that these objectives would require an extra 110,000 places on the Youth Opportunities Programme this year above the 440,000 already planned. She added that the Government would be looking closely at the scheme to see that it provided experience satisfying to the young people involved as well as giving the community best value for money.

The Prime Minister also said: "We propose to introduce a new scheme under which employers will be offered a weekly payment of £15 for all young employees under the age of 18, provided they are in their first year of work and provided their earnings are below £40 per week."

Additional employment boosts announced at the same time were:

- temporarily lowering the qualifying age for the job release scheme encouraging early retirement, from 64 to 63 this November and to 62 from February 1982
- a higher long-term rate of supplementary benefit for unemployed people over 60 who have been drawing it for a year or more
- an additional £16 million for voluntary work under the Community Enterprise Programme and through DHSS between now and the end of 1983.

□ MSC chairman comments p. 341



Technology minister Baker with trainee (left) and centre director Mr Chris Webb (right).

### And Notting Dale technology shows the way

Up to 20 information technology centres, based on the already successful Notting Dale project in West London, will be funded jointly by the Department of Industry, the Manpower Services Commission, and the Department of the Environment as part of the new boost to employment opportunities.

But it is hoped that more will follow, each catering for at least 30 unemployed young people giving them training and work experience in a range of microelectronics and computer skills.

Likely locations for the new centres include Liverpool, Glasgow, Bristol, Manchester, Birmingham, Rhondda, Brixton, Southwark, Coventry and Sunderland.

Explaining the thinking behind the Notting Dale information technology centre, Mr Kenneth Baker, minister with responsibility for information technology, said: "It doesn't matter if school leavers without jobs

have no qualifications: they can come along and learn basic electronic assembly and computer skills. This is not just a training course, it is a workshop as well. At Notting Dale they make black boxes to their own design and have gone into small batch production."

Mr Baker said that they would be asking individual high technology companies to "adopt" each centre to give advice and develop the workshop side, providing some of the capital equipment. But he stressed that they were not necessarily looking for companies to put money into the centres. "We really want them to second an executive to each one," he said.

A number of companies including IBM, GEC, Ferranti, and Logica have already expressed an interest in the scheme.

Mr Chris Webb, director of the Notting Dale technology centre is to help set up other centres.



### "Job age limits declining"

Older executives' chances of being considered for important jobs have improved considerably in the last ten years, according to management consultants Kiernan and Co.

In a survey of nearly 600 executive job advertisements the firm found that in 1981 fewer than 46 per cent of employers specified age limits, compared to more than 60 per cent in 1971.

The company analysed 251 typical executive jobs advertised in a week in 1971, and found age limits in 151. The same national newspapers carried 323 job advertisements in a similar week in June 1981—a rise of 72—but advertisements specifying age bands increased by only six to 157.

The upper age limits was typically 40 in both 1971 and 1981.

### Workers' rights preserved in takeovers

Draft regulations would have the effect of safeguarding employees' rights when a business, or part of a business, is transferred as a going concern between one employer and another. They apply to transfers where there is a change of employer, for example, where a part or whole of a trader's business is sold, or where two companies cease to exist and combine to form a third.

A person's rights would be upheld too, where a company or part of its business is bought by another company, provided this is done by purchasing the business and not simply shares in that company. Share takeovers, where there is no change of employer, are not covered.

The employees' contracts of employment will not terminate as they do currently under common law, but will be automatically transferred to the new employer, who cannot therefore pick or choose which employees to take over—they all go with the business. Likewise, the rights, duties, obligations and liabilities arising from those contracts will be transferred.

Criminal liabilities will not be transferred, nor will rights connected with occupational pension schemes. However, an employee will still be entitled to terminate his contract with-

### Government intends to bring in voluntary registration for unemployment benefit

The Government has accepted the recommendation of a Rayner report published in March on unemployment benefits that unemployed people should not have to register for employment at a Jobcentre or employment office as a condition of getting unemployment and supplementary benefits.

Employment Secretary Mr James Prior has announced that the Government intends to introduce legislation next session with the aim of making the change to voluntary registration for employment in October 1982.

The report's recommendation that an initial test of availability for work should be applied in unemployment benefit offices where unemployed people will still have to sign on has also been accepted.

Announcing the proposals in answer to a parliamentary question, Mr Prior said that in the Government's view the change to voluntary registration would bring advantages both for the employment service and for unemployed people, while at the same time making useful economies through the elimination of unnecessary procedures.



Rayner: recommendations accepted.

In response to views expressed widely during the consultative period, the Government had decided to increase by only 50, instead of by 300, the number of specialist unemployment review officers (UROS) in DHSS offices: 250 staff will be allocated to the public employment service to provide further special help in job finding for longer-term unemployed people, in co-operation with the UROS.

#### Disabled people

Under voluntary registration, the Government intends to give particular encouragement to unemployed disabled people to use the services available to them in Jobcentres—publicising these services fully at both unemployment benefit and social security offices.

Mr Prior also said that there was a need to obtain a more soundly based estimate of the level of fraud among unemployed claimants than the one in the report. This will mean concentrating on cases where the papers held in unemployment benefit and social security offices indicate some grounds for suspicion.

Overall the change to voluntary registration and procedural changes already accepted will lead to staff savings of around 1,650, representing an annual saving of about £13 million. In addition procedural changes which the Government is pursuing in relation to the report's proposal that unemployment and supplementary benefits be administered from one office could save a further 2,000 staff, representing an annual saving of some £15 million.

### New Employment and Training Act could change future of industrial training boards

Legislation which amongst other things allows the Secretary of State for Employment to set up, abolish, or change the scope of an industrial training board came into force on July 31, when the Employment and Training Act 1981 reached the statute book.

The main purposes of the new legislation are to allow the Secretary of State to set up, abolish or change the scope of an industrial training board after consultation with the Manpower Services Commission, instead of, as now, on their recommendation. The legislation also enables a board to finance its operating expenses from levy on employers.

The Act also widens the scope of possible criteria for exemption of an employer from levy imposed by the board. It exempts establishments in Enterprise Zones from having to pay levy or provide information to a board.

Boards will now also be able to use money derived from past levies for their operating expenses.

If a board's proposals for levy, levy exemption arrangements, or grants do not satisfy the Manpower Services Commission or the Secretary of State, the Act now provides clarification and extends the procedure for declaring that board in default.

The Secretary of State is also enabled to

direct boards to publish information which they hold, subject to safeguards about confidentiality.

Ministerial control is removed over the appointment and terms and conditions of board staff and chairmen of any committee to which boards formally delegate their functions, and over most of the allowances paid to members of a board or a board committee.

#### Present practice

The Employment and Training Act also confirms the present practice under which the Manpower Services Commission, the Health and Safety Commission and Executive, and the Advisory, Conciliation and Arbitration Service keep most of the money which they receive—thus reducing the need for Government grants—rather than paying all of it to the Government. It also abolishes the Employment Service Agency and the Training Services Agency. These agencies were subsidiaries of the Manpower Services Commission, and their functions were absorbed by the commission some time ago.

A number of changes were made to the Bill during its passage through Parliament. The effect of these was to:

- limit the amount of non-exemptible levy that a board may impose without there being either a consensus of employers in favour, or an affirmative resolution of both Houses of Parliament, to 0.2 per cent of an employer's pay bill;
- enable a consensus of employers to be used to support a second non-exemptible levy over 0.2 per cent of an employer's pay bill without the need to consult employers again;
- require that a board cannot decide a matter relating to the imposition of a levy unless the majority of employer members support it;
- extend the concession in the Act about Enterprise Zones to establishments situated mainly though not entirely in a zone;
- enable the Secretary of State, following consultation with the Manpower Services Commission, or on their advice, to restrict the scope of that concession;
- ensure that a levy order can impose a time limit within which an appeal against assessment to levy must be made;
- enable the Secretary of State, when making an order to establish, abolish or

### Where to train your training staff

Finding an organisation which provides the "right" training programme for trainers themselves is made easier with the publication of the Manpower Services Commission's latest annual list of registered providers of trainer training.

It lists 25 organisations which, as members of a voluntary registration scheme, have given a public undertaking to apply a code of practice to the planning, presentation and conduct of their trainer training programmes.

The booklet includes colleges of further education and higher education, polytechnics, regional management centres, consultants, an employers' association, a management training centre and organisations which train their own trainers.

Details of each member's programme are given so that intending users can pick the one most likely to meet their needs. A core competency framework assists the user to define those needs. This describes the common areas of skill and know-how needed by trainers to carry out their initial role effectively and have a basis from which to develop and improve.

The booklet is available free from The Voluntary Registration Scheme, DTT, MSC, Training Services Division, Directorate of Training, 162-168 Regent Street, London W1R 6DE.

change the scope of a board, to amend an earlier order transferring establishments from the scope of one board to that of another;

- enable the trustees of the Industrial Training Boards' Combined Pension Fund to change the rules of the fund with the consent of three-quarters of the boards only, instead of with the consent of all the boards;
- enable the Secretary of State to pay pensions to the former chairmen of boards that have been wound up, and to make up all or part of any deficit in the Industrial Training Boards' Combined Pension Fund in respect of such boards.

Most of the Act came into force on Royal Assent. However, the provisions relating to the financing of operating costs of boards from levy, and ministerial control over pay and allowances of board members and staff will be brought into effect by commencement order.

A "clause-by-clause" analysis of the new Act appears in the *Employment Topics* section of this issue.



**Killer pathogens regulations laid**

Regulations\* requiring notification to the Health and Safety Executive (HSE) of the keeping, handling and transportation of certain of the most dangerous pathogens have been laid before Parliament by Mr Patrick Jenkin, the Secretary of State for Social Services.

The regulations, which are made under the Health and Safety at Work Act 1974, were drawn up by the Health and Safety Commission after extensive consultation and are due to come into operation on September 1 this year.

The ten pathogens concerned currently classified as "Category A" are those organisms which are extremely hazardous to laboratory workers or liable to cause serious epidemic disease, or both. They are listed in a schedule to the regulations and include smallpox virus and lassa fever virus.

The main provisions of the regulations are as follows:

- the keeping, handling and transportation of a listed pathogen are prohibited from November 1, 1981 unless notice is given to the HSE at least 30 days in advance;
- the carrying on of a diagnostic service likely to involve a listed pathogen is prohibited from the same date unless similar notice is given;
- particulars to be notified are set out in schedules to the regulations;
- changes in these particulars to be notified to the HSE;
- the HSE is required to pass the information received to the appropriate Health Department—DHSS, Scottish Home and Health Department or Welsh Office.

Initially, notification will need to be made to the HSE by October 2, 1981 in respect of those establishments whose activities will be subject to the regulations from November 1, 1981. Subsequently, notification of any new activity covered by the regulations will need to be made 30 days in advance of its commencement.

Laboratories working with these pathogens will continue to be subject to inspection by the HSE. Any laboratory which notifies its intention to work with one of the pathogens for the first time will be inspected by the HSE within the stipulated 30 days.

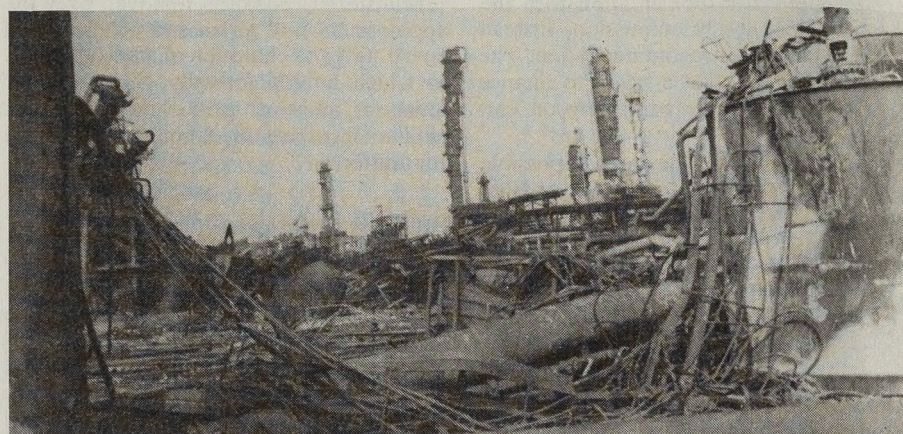
\* *The Health and Safety (Dangerous Pathogens) Regulations 1981* (SI 1981/1011) available from HMSO or booksellers. £1.10 plus postage.

**Eight countries back heavy gas cloud trials planned for Thorney Island**

The Health and Safety Executive intends to carry out large-scale research on Thorney Island during 1982 into the behaviour of heavier-than-air gases.

In a statement the executive said: "A series of trials that will examine the behaviour of heavy gases released in large amounts into the atmosphere is to be carried out on

be sufficiently high for a minute or two as to make them incapable of supporting life that requires atmospheric oxygen. Arrangements will be made to control the move-



Flixborough 1974: Did a gas cloud suddenly ignite?

Thorney Island, West Sussex in 1982 as part of the Health and Safety Executive's research programme. The National Maritime Institute, Department of Industry, has been appointed as contractor for the work which has widespread international technical and financial support.

The gases to be used in the trials will be neither toxic nor flammable and the tests will result in little inconvenience to members of the public who use the island. West Sussex County Council, Chichester District Council, local residents and environmental groups have been consulted and are being kept fully informed.

Some of the toxic and flammable gases used on a large scale in industrial processes are denser (heavier) than air. The calculation of the behaviour of such gases if they are accidentally released instantaneously in large amounts is difficult and uncertain. The HSE, acting on advice from the Health and Safety Commission's Advisory Committee on Major Hazards, has been carrying out a research programme on these problems for several years. Laboratory studies and small-scale field experiments have been useful but need to be extended in scale before answers can be given with confidence."

It is probable that a mixture of nitrogen and refrigerant 12 will be used in the experiments. Neither has any adverse effect on animal life although close to the point of the release during the trials, concentrations will

ments of people and domestic animals on the trial site and wild life will be deterred from entering the area prior to the release of gas. The gas clouds will be coloured so as to make them visible for photographic purposes.

The volume of gas at the moment of release will be two thousand cubic metres. It will pass over an array of sensors that will measure its subsequent concentrations. In conditions least favourable to dispersion the concentrations will fall to about 0.1 per cent within about ten minutes at a range of about 1½ km downwind of the point of its release.

It is acknowledged by experts that there is an absence of basic data on the behaviour of massive releases of toxic and flammable gases when they are heavier than air. The problem is international and explosions similar to the incident at Flixborough in 1974 have occurred in the USA and the Netherlands.

**International opinion**

Trials of this nature are expensive—around £1,000,000 in total. HSE's Research and Laboratory Services Division took a lead in organising two conferences to obtain international opinion on an outline programme for large-scale trials and to determine the potential technical and financial support. This resulted in sponsorship of the project from 27 organisations in eight countries.

**Sector review of training suggests changes: Prior calls for early end to uncertainty**

Following publication of the Manpower Services Commission's report of its sector by sector review of arrangements for industrial and commercial training, Employment Secretary Mr James Prior has called on those who wish to express their views on the findings to do so by the end of September so that decisions can be announced early in the next session of Parliament.

In response to a parliamentary question, Mr Prior said: "It is now very important to end uncertainty and to announce decisions as soon as is consistent with giving proper consideration to the issues involved."

The review was carried out with some urgency at Mr Prior's request, to enable him to form a basis for taking decisions on the future of industrial training boards under the powers contained in the new Employment and Training Act which has now received Royal Assent.

Although making it clear in a letter to Mr Prior published in the foreword to its report, commission chairman, Sir Richard O'Brien says that there is a need for further consultations in a number of sectors where the commission was unable to reach firm conclusions. It says that the Government's decisions should also take account of consultations now taking place on the "New Training Initiative" consultative document, published in May, which identified key training objectives for the remainder of this decade.

In its latest report, "A Framework for the Future", the commission recommends the continuation of statutory arrangements for a substantial part of seven sectors currently covered by industrial training boards (ITBs). These cover ceramics, glass and mineral products; clothing and allied products; construction; engineering; hotel and catering; road transport; and rubber and plastics processing.

The commission also puts forward suggestions for changes in the scope of all the ITBs which are responsible for these sectors except for the Clothing and Allied Products ITB; for changes in the organisation and policies of some of these ITBs; and for serious consideration to be given to establishing two separate statutory boards to cover the different training needs of road haulage and motor vehicle retail and repair in the road transport sector.

No firm recommendations for or against the continuation of statutory arrangements in the other 17 sectors currently covered by ITBs are made. Although proposals for alternative arrangements on a voluntary basis have been advanced in most of these sectors, the commission does not believe it should attempt to reach firm conclusions on future training arrangements for these sectors until (a) there is clear evidence that

they will be capable of implementing the objectives of the consultative document and (b) enough detailed information has been provided about the arrangements proposed to enable a reliable assessment to be made, and to form the basis for the consultations involving employers, trade unions, educational representatives and the ITBs concerned.

In these sectors therefore the commission has at this stage confined its comments to an assessment of each ITB's performance; of the views expressed by the interested parties; of the strengths and weaknesses of voluntary arrangements proposed; and to a summary of the sectors in which proposals for voluntary arrangements still need to be put forward or developed.

The sectors which the commission has said should be given the opportunity of providing further information are: air transport and travel; carpet production; chemical and allied products; cotton and allied textiles; distribution; food, drink and tobacco; footwear, leather and fur skin; foundry; furniture and timber; iron and steel; knitting, lace and net; man-made fibres; paper and paper products; petroleum; printing and publishing; shipbuilding; and wool, jute and flax.

The commission's review also covers a large part of those sectors not covered by ITBs. In most of these the commission recommends that training arrangements

**Quota plans: views by end of year**

The Government is to give interested organisations and individuals until the end of the year to comment on proposals made by the Manpower Services Commission as a result of their review of the Quota Scheme for the employment of disabled people, announced last month.

The Msc's report followed extensive consultation by the commission over two years on what kind of special statutory provision, if any, was appropriate to promote the employment of disabled people.

It recommended replacing the present scheme with a statutory duty on employers linked to a code of good practice on this subject.

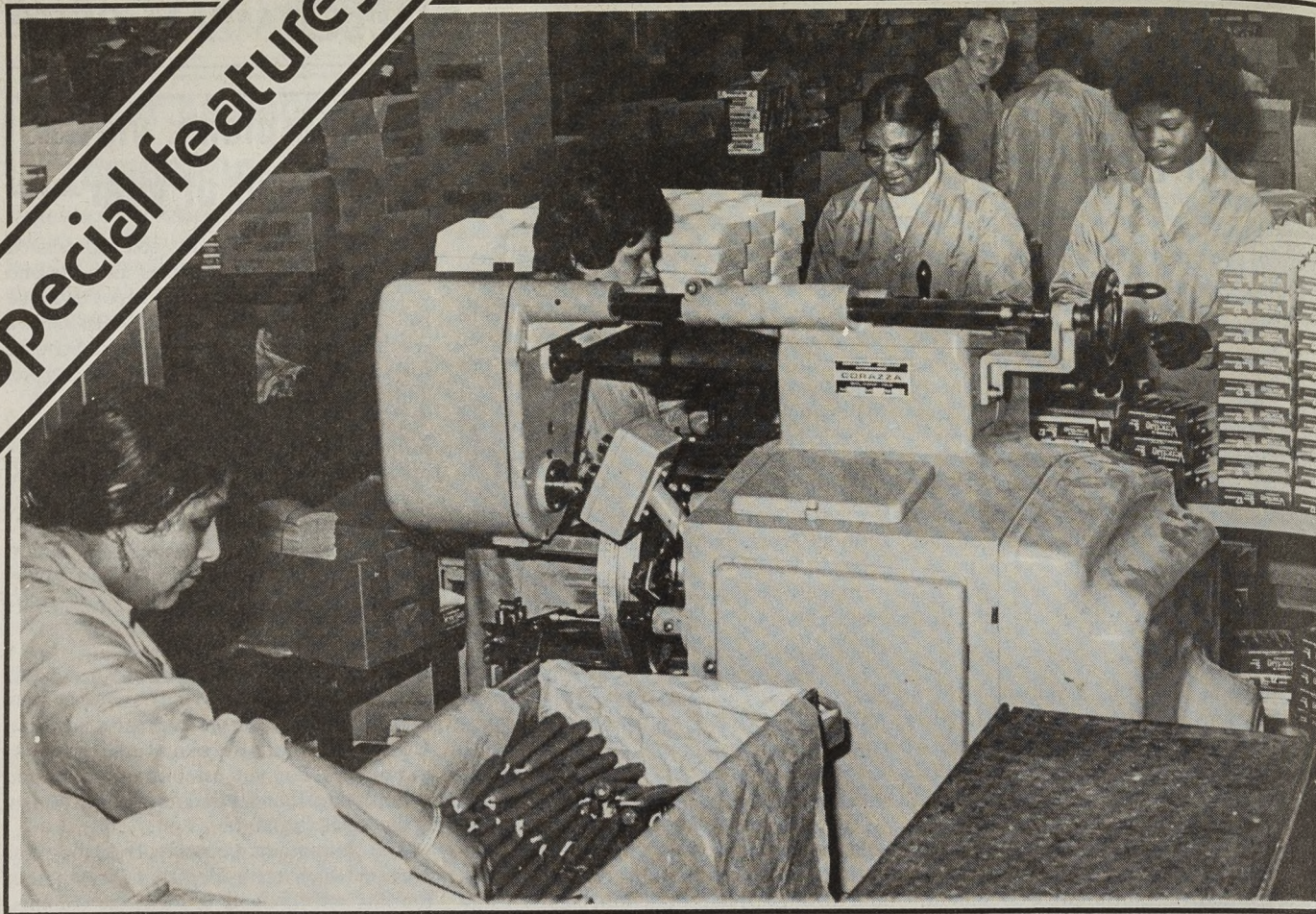
should continue on the present basis. In a few sectors where the main training organisation has not yet established itself, the commission recommends a further review in the near future.

The commission pinpoints two particular areas in which it considers that Government funding will be needed. First, the commission strongly recommends that in those sectors where statutory ITBs are retained the Government should defer for at least three years the implementation of its decision to transfer to the industries concerned the responsibility for funding ITBs' operating costs. Secondly, it recommends that where ITBs are being wound up the Government should meet the cost of any net liabilities and should not require the industries concerned to meet this cost through a terminal levy.

**Recommendations for sectors not covered by ITBs**

Existing arrangements to continue	Further review of existing arrangements	New training organisation
British Rail	Finance	Insurance
Coal mining	Freight forwarding	Ports transport
Electricity supply	Hairdressing	
Fishing	Local Government	
Forestry	(Scotland)	
Gas supply		
Local Government (England and Wales)		
London Transport		
Executive (Rail)		
Post Office		
Shipping		
Telecommunications		
Water supply		





## Pressures on women engaged in factory work

by Sylvia Shimmin, Joyce McNally and Sonia Liff  
 Department of Behaviour in Organisations, University of Lancaster

The Department of Employment commissioned a series of studies from the Medical Research Council to examine specific aspects of the extent to which mental strain and ill-health among industrial workers may be caused by the nature of their jobs. *Employment Gazette* looks at one of these studies—women production-line workers.

For some time, concern has been expressed in a number of quarters, including both the TUC and CBI, about the extent to which mental strain and ill-health among industrial workers may be caused by the nature of their jobs, especially repetitive and machine-paced tasks. So the Department of Employment commissioned a series of studies from the Medical Research Council to examine specific aspects of this problem; these included this study of women production-line workers.

There were a number of reasons for making a special study of the pressures on women engaged in factory work. First, most research in this area has been done on male workers. As women tend to be concentrated in different sectors of industry and as, despite recent anti-discrimination legislation, men and women in the same factory usually perform different jobs, one cannot assume

that the results obtained for the former necessarily apply to the latter.

Second, there has been a marked increase in recent years in the number of married women working, on both a full-time and part-time basis<sup>1</sup>. Although there has been research on married women workers, this has usually concentrated on some aspect of the home work dimension, assuming that the domestic role takes priority over the employee role and that employment outside the home is a secondary activity. Therefore the content of women's jobs may be taken as given in, say comparing the mental health of full-time housewives with that of women who go out to work or in examining the attendance records of women

The authors acknowledge the support given to this research by the Medical Research Council and the Department of Employment, but the views expressed are their own and should not be taken to represent those of the Department or the Council. The photographs used in the article are not intended to refer to firms studied.

workers in relation to their family responsibilities. What is seen as important is that women take employment outside the home, not what sort of work they do. As women now form about 40 per cent of the total labour force, and most are in paid employment at some stage of their lives, it is important to discover how and in what ways the work they do affects them and the extent to which the pressures they experience originate from the job or their total situation. The issue is one with wide implications, not only with regard to the provision of health and child care services, for example, but also because it reveals and reflects the position of women in society as a whole.

This study was an initial attempt to explore this under-researched area and, as such, is to be regarded as essentially a pilot investigation.

The research was undertaken in three food factories belonging to three different, large, multi-plant organisations. It was done in two phases, the first phase comprising a pilot study, in the light of which two separate, complementary studies were conducted in phase two. An account of each is given and the results and their implications are considered as a whole.

In approaching the field work, the problem was seen originally in terms of the following tentative hypotheses:

- (i) that there is potential pressure in the specific circumstances of women's employment;
- (ii) that the primary responsibilities of women in the domestic sphere are necessarily carried into the employment situation and induce pressure;
- (iii) that there will be a difference between full-time and part-time women workers in this respect, because the part-time workers spend fewer hours in paid employment and so are less exposed to the competing demands of domestic and employment roles.

Pressure, in this context, refers to an interaction of situational and subjective factors likely to affect women adversely and result in mental and/or physical disorders.

### Pilot study Factory A

This was conducted in a factory employing 400 women production workers on three shifts (day, evening and night shift). The work done on all three shifts was observed, as well as the changeover from day to evening shift, and from evening to night-shift. Ten women from each shift were interviewed, using a semi-structured questionnaire which allowed respondents to introduce and expand upon items of interest and/or significance to themselves. Each interview lasted about one hour and was tape-recorded with the respondent's permission.

The questionnaire was in two parts. The first was a time budget; this asked the interviewee to give an account of her actions, feelings and attitudes on a typical working day, between getting up and going to bed. The aim was to avoid structuring the interview according to the researchers' view on what is or is not stressful to women manual workers and to acquire an understanding of what the women perceived as stressful or pressuring. The second part of the questionnaire was designed to build upon the first, and consisted of groups of questions on areas considered to be potentially stressful, such as employment characteristics, childcare,

housework and other domestic concerns. The interviewee was then asked about her physical and psychological states to try to identify the effects of any reported pressures on her general health and wellbeing.

It was found that this form of interview, particularly the time budget, was successful in getting women to describe their activities and the points of stress in their lives. With one exception, who insisted throughout that everything in the garden was rosy, all the women interviewed gave indications of stress, but in varying degrees. "Normal" stress symptoms reported were: headaches, stomach upsets, intense weariness and depression. Indications of the latter ranged from women taking prescribed psychotropic drugs to others describing fed-up feelings and incidents of crying. For example:

"Basically what I do, I just sort of say to myself, come on, pull yourself together, you can't afford to be like this. You've got three kiddies you know, come on, sort yourself out—and this is it, because I think you can make yourself worse sort of dwelling on it. You know, I mean some nights I could sit at home and I could cry all night, just because I feel that way. But you just can't afford to you know, see, so you just sort of bring yourself out of it. Well, I do anyway—tell myself not to be so damn silly."

Statements of this kind, as well as others of an even more disturbing nature, pointed to considerable experience of stress. Many women described the build-up of tensions within themselves which gave rise to outbursts in the form of screaming, crying or striking children. For example:

"I could feel myself, you know, shouting at the children for nothing at all—or banging around the house and generally just getting everybody down."

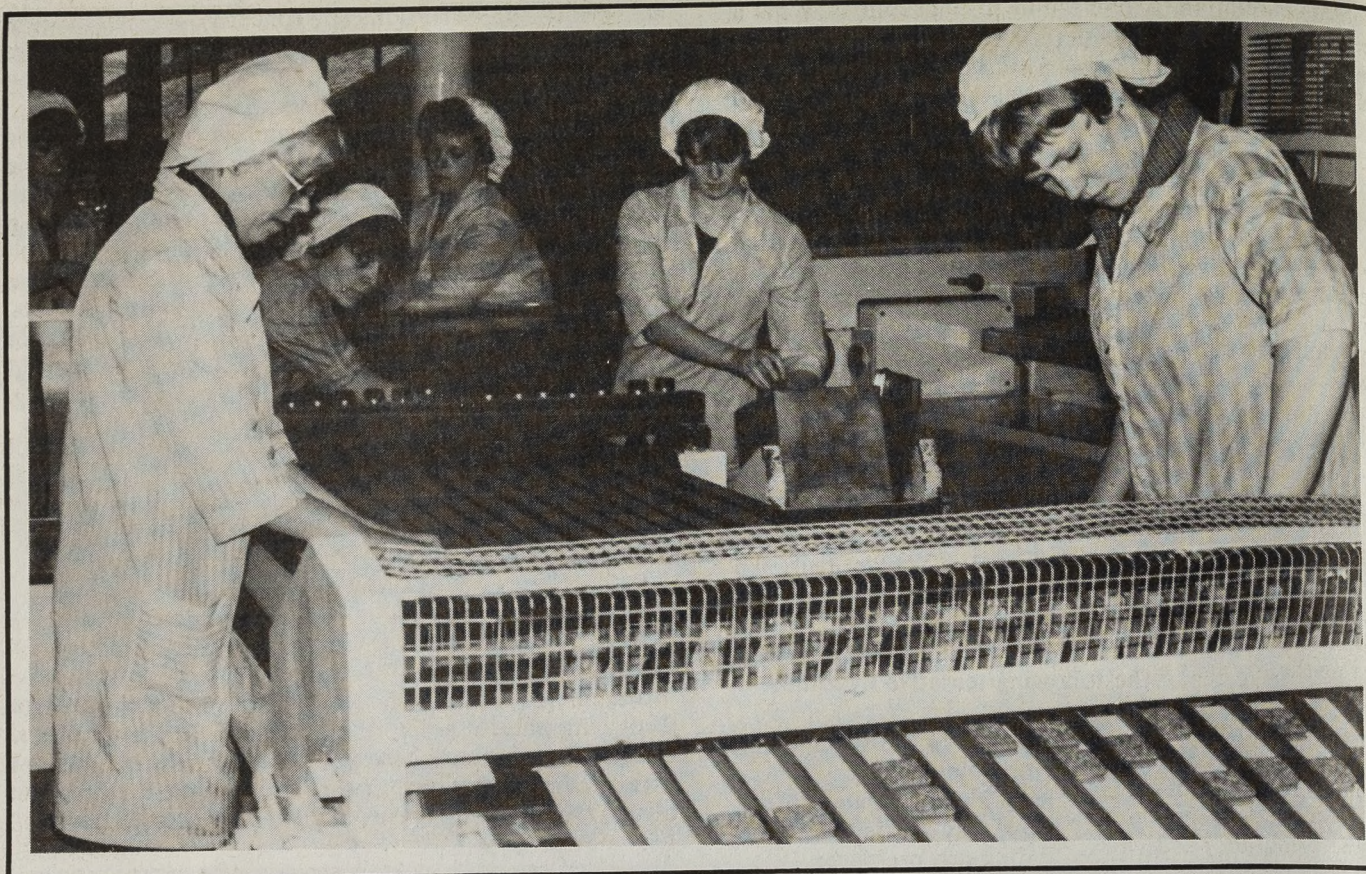
From the content of the interviews it appeared that the incidence of stress in these women's lives was due to the sum-total of the set of conditions in which they live, rather than to any one factor or group of factors. In other words, that there was a cumulative and additive effect of physical, mentally and emotionally debilitating demands and circumstances, from which a woman saw no escape. The second phase of the field work attempted to look in more detail at the root causes of these stressful states.

### Factory B

This firm made the same type of product as Factory A, so the technology and organisation of the work were familiar to the researcher. An additional reason for choosing this field site, however, was that some small-scale job restructuring had been introduced on certain lines, thereby offering an opportunity to compare women whose jobs had been subject to horizontal job-enlargement (called by the firm "job enrichment") with those working on traditional packing lines.

The tasks done by the women were essentially either checking the mechanical sorting and wrapping of the product, or (often manually) assembling boxes, packing them with the mechanically wrapped products, then shrink-wrapping the boxes, again manually in many cases. They found the work physically taxing, especially disliking the manual use of the shrink-wrapper. Although some lines were easier to work on than others, because of technological factors and the nature of the product (for example, some are abrasive to handle and can cause bleeding), the





Biscuits leaving the production operation at a Manchester factory.

work was highly repetitive and involved excessive use of a few muscles, particularly in bending and stretching.

The lunch-hour proved to be an interesting time to observe these women. During this period, the work-process was relatively reduced, in terms of line-speed and the number of people working. Only half of the women were working while the others were at lunch, including perhaps the supervisor.

Walking through the department on her way to another, and therefore able to make unobtrusive observations, the researcher, an experienced observer, was struck by the way in which women on checking operations simply stared in front of them, appearing to be totally apart from each other in spite of their physical proximity. The situation was totally unsocial, not in the sense of unfriendliness or conflict but in the sense of separateness or non-communication. They looked tired, and for some time there would be no muscle or eye movement. They simply faced the line of products, apparently without seeing them and not responding when something went wrong. They appeared to be without thought.

This apparent total passivity was perhaps reinforced by environmental features. The section of the factory where these women worked was perfectly clean but painted in clinically pale green and white. There were windows high-up in the walls and in the ceiling. The glass in the wall windows was frosted and the windows in the ceiling were tinted, so there was no way in which those within could see any natural light, sky, grass-area, or building. The noise level was also high, requiring raised voices and lip-reading to facilitate communication.

Originally it was hoped to interview 25 women from job-enriched lines and a further 25 from normal lines, with the object of comparing the two groups for

- the effects of greater and lesser control over their work;
- the effects of normal and job-enriched work on women's negative self-concepts;
- the degree of stress apparent in both groups.

But in practice, this aim could not be achieved for the following reasons. First, the level of job enrichment was too low to be a consideration; that is, the women on the enriched lines were as much controlled by their work as women on other lines. Second, the work-force was multi-racial, so that language and cultural differences made systematic interviewing difficult. Of 48 women interviewed (two of those on the enriched lines were ill at the time of the study), only 16 came from the British Isles. The rest were mainly of Asian and West Indian origin, in approximately equal numbers.

Language difficulties with some of the Asian women were so great that several interviews were cut short. All the Asian women were Hindus and took a leading role within the family in maintaining dietary and other religious rules. A strict observance of religious precepts tends to preclude the expression of complaint or distress, although some of these women were occasionally observed on the shop floor looking extremely tired and sad.

Despite these difficulties, the study produced a considerable amount of data on the women's perceptions of work, the myriad tasks that have to be planned and accomplished

each day, and their attitudes towards the division of labour in the home—and highlighted the basic similarities in the lives of married women workers from different cultural backgrounds. These are reported in the section on results.

## Phase 2 Factory C

A food factory employing 965 women, of whom 71.5 per cent were part-time employees, working on three different shifts (mornings, afternoons and evenings) was the site of a further study. Here again, most of the women were engaged on packing operations and full-time and part-time workers do essentially the same kind of work. This is machine-controlled, but the degree of pacing varies on different products. The factory also employs about 1,000 men, none of whom work on packing jobs.

There were two stages to the inquiry, the first involving observation of the work process, explanation of the nature of the study to the work force and the distribution and collection of a short self-administered questionnaire across the main production departments. Questionnaires were given to all available women workers by the researcher during their breaks and collected by her the same day; 406 questionnaires were returned, of which 394 were completed, representing about 66 per cent of the available population (600 women were offered questionnaires). Characteristics of this sample are shown in table 1.

The questionnaire consisted of a number of items relating to orientations to work, work variables, social factors, financial pressures and home responsibilities. It also incorporated the 20-item version of Goldberg's (1972) General Health Questionnaire (GHQ)<sup>2</sup> as a measure of the pressures experienced. This has been widely used as an indicator of mental health and was used in this context as a basis of comparison between women working full-time and those working part-time.

The second stage of the inquiry comprised semi-structured interviews with 67 women in the factory, chosen to be representative of those who had completed the questionnaire, in terms of department, shift worked, marital status and age of children. These interviews, which lasted

Table 1 Characteristics of female shift-workers in Factory C

Variable	Per cent			
	Morning	Afternoon	Evening	Day
(Number)	(76)	(79)	(147)	(92)
Percentage of total sample	19.2	20.1	37.3	23.4
Marital status				
Single	—	—	2.0	21.7
Married	98.7	89.9	94.1	55.4
Other (divorced, etc)	1.3	10.1	3.9	22.8
Age				
(Mean)	(38.7 yrs)	(35.8 yrs)	(30.7 yrs)	(37.2 yrs)
16-19	—	—	2.0	11.4
20-29	14.9	26.3	46.3	17.0
30-39	39.2	39.5	40.9	21.6
40-49	28.4	26.3	8.1	31.8
50-59	17.6	7.9	2.7	18.2
Children living at home				
None	21.3	5.1	2.0	39.1
1	21.3	27.8	20.3	15.2
2	18.7	41.8	51.6	26.1
3 or more	38.7	25.3	26.3	19.6
Women with at least one child aged:				
Under 5	9.2	20.3	62.7	7.6
5-16	61.8	73.4	68.0	39.1
Over 16 (at home)	32.9	24.1	9.2	38.0
Dependents (other than children) living with them	1.3	2.5	2.0	9.8
Number of other contributors to the household budget				
None	4.0	8.9	5.4	18.2
1	73.3	70.9	88.6	44.3
2 or more	22.7	20.3	6.0	37.4

45 minutes on average, were carried out in private during working hours and tape-recorded with the consent of the interviewee. Their purpose was to clarify points which appeared significant from the questionnaire returns. Data from the questionnaires were subjected to statistical analysis and those from the interviews were used to illustrate and amplify the questionnaire responses.

This study was the most comprehensive of the three, both in terms of the number of women included and the issues explored. The results described below, particularly those relating to the characteristics of women working different shifts, and to the mental health of women factory workers, are therefore drawn mainly from Factory C.

## Results

The results may be summarised as: first, the influence of women's domestic responsibilities on their working lives; second, factors associated with part-time employment; and third, the mental health of women factory workers.

### Domestic and childcare responsibilities

All three studies highlighted the many pressures to which working women are subject, particularly those with heavy domestic responsibilities and dependent children living at home. These women are caught in a constant and unremitting round of activity throughout their waking hours. Their day begins early, about 5 or 6 am, and finishes late, about 9 or 10 pm, with little or no time for rest or relaxation, leaving them continuously tired and often emotionally exhausted. Many are responsible for the household budget and under financial pressure to make ends meet, which is a major factor in their going out to work.

But employment has to be fitted in with household duties and childcare arrangements, which they and their families regard as unquestionably their responsibility. Factory work is often seen as the only job possible in the circumstances and entered into more from necessity than choice, although outside employment of some kind was in almost all cases considered desirable. The 145 recorded interviews from the three factories show that, in terms of the overall pattern of their working day, there are differences in detail rather than form between women of different nationalities, or those working on different shifts. This is illustrated by the following excerpts:

"I get up about quarter to five, make the children's lunches up, get the children up about half past six, get breakfast, do their hair and everything and then I go out to work about ten to seven. My husband takes them next door and then he goes out about quarter past seven. I get home at lunchtime, make the beds and do the housework. I just sort of make a drink of tea and a sandwich and I keep going while I'm eating because if I sit down I don't feel like working. I pick the children up from school, go swimming one night, then it's their tea time. I make the dinner, get the children to bed and that's it really. Most nights I'm either doing the garden or doing the ironing. I never really do sit down. I never watch much telly unless I get worn out sometimes. I can't sit down if I know something has to be done, I'd rather get stuck into it. I go to bed between 10 and 11, otherwise I can't get up for work."

English woman, part-time worker, morning shift (Factory C).

"Well, I'm up in the morning at six o'clock. I go to the bathroom first and I have a wash. Get back upstairs, start getting myself ready, and if my husband is out of bed I'll do the bed. And at half past six I start waking up the children for school. By then I'm



half-dressed. Do anything that is around the house. I still have to always go back and call to them to wake them up again—so I pull the curtains so that they can see that it is daylight. Then it might be smooth sailing—or some of the mornings you have to be up there—something that they can't do up. Then getting ready now to leave the house, and they come and ask me for money for this and that. Sometimes it upsets you, sometimes it don't, you know. But you say to them, you wait until I'm ready to go and then you come to tell me about it. Sometimes it's alright. You get to work. I do whatever job I'm supposed to do down in the factory there. Then I come up for my tea in the mornings. I have tea. After tea I might have ten or 15 minutes to spare. Do something—crocheting, or knitting a cardigan for the children, or something. Go back down and start working again—have my 11 o'clock break. I go to the loo, or if I don't have to, I sit here and do some more knitting. Dinner time I do the same. After dinner I work. I get home in the evening. Nobody thought to do the cooking. Getting in the evenings the children is always in the sitting-room, watching television, and I sit there with them and say 'which one of you go and make me a cup of tea'. Then I get up and go and change my clothes and start the dinner. We generally have dinner about half-past six, and if it is anything too hard I start from the night before. Then I'm alone in the kitchen so I just keep all four burners of the cooker going so I get it over quick. After dinner the younger pair do the cleaning up of the table and if the bigger one is not around I do the dishes. I carry on and do the kitchen. After that I go to my room. I take my knitting up and relax a little and watch television. Then if I have some ironing to do I start it. Sometimes I don't bother—I just go back to the bathroom and have a bath or a wash and go to my bed. I've had enough."

West Indian woman, full-time day worker (Factory B)

Most of the women interviewed received little assistance with housework from their husbands or older children. Ninety-three per cent of the 394 women in Factory C reported that, when not at work, the bulk of their time was taken up with housework, cooking and childcare. Acceptance of this as their lot, in comparison with the man of the household's freedom from such tasks, led to the kind of stress described by a woman in Factory A:

"I think basically it is working full-time and then going home and you see things that haven't been done and have got to be done, and meals to be cooked. It's a bit of a drudgery you know, doing two jobs. You can't sort of say, oh I'm going out for the night. I suppose you could you know but, like your husband will say, 'my mates asked me to go for a drink', and he's gone. He's had his dinner and he's gone. Whereas you think, oh I've a pile of ironing to do there; if I don't do it perhaps it won't get done, or something like that. I suppose you can make yourself a martyr and you shouldn't do really, should you, you know. But I think this all builds up inside you till you explode."

How to meet their family commitments in relation to their job was a constant source of concern, giving the impression of finely-balanced arrangements which, if disrupted or upset, could cause major problems. The company nurse in Factory B mentioned several complaints of dysmenorrhoea, and emotional stress caused by worry about the welfare of children during the day, husbands, relatives in hospital and other cares. These, taken in conjunction with the pressures on the job itself—she had many cases of women "wanting to get away from the line" with headaches and depression—led her to comment that, in her view, "all women are under stress, but *have to cope*".

#### Part-time employment

Responses to the questionnaire in Factory C showed clear differences in the home circumstances of women on

different shifts. These are shown in table 1 and differ significantly from those likely to occur on a chance basis. It may be noted that nearly all the part-time workers were married, compared with just over half the full-time workers, that the children of those who worked on the day-shift or morning shift were older than those of women working afternoons and evenings, that a higher proportion of day workers had dependents living with them and that women who were single parents worked mainly on the afternoon shift.

The interviews suggested that women with children under five were unwilling to consider full-time work unless financial pressures were extreme. Those currently working part-time felt it would be difficult for them to cope with full-time work in addition to their domestic responsibilities. Women working full-time generally said that it was their financial situation which prevented them from working part-time.

Given financial pressures to take a job—and the questionnaire responses revealed that less than a quarter of the women on any shift felt they could manage without the earnings, which helped to pay for essential items such as food, rent and fuel—the age of a woman's children largely determined the shift worked. This did not mean that the available shift hours were regarded positively, because each of the part-time shifts had clear drawbacks in relation to the care of children, but that a woman felt that the particular shift she was on was the only one possible in her circumstances.

It appeared that women seeking part-time work tend to look in a limited area near their homes and take factory work in the absence of any other suitable employment. Thus a number of part-time workers had qualifications and/or experience of other kinds of work, to which they hoped to return when their children were older. There was no indication of any pattern of movement between part-time and full-time working, or that the groups could be regarded as in any way interchangeable.

#### Mental health of full-time and part-time workers

Analysis of the GHQ (the mental health items in the questionnaire) was based on other studies where results on the scale were compared with the results of psychiatric interviews<sup>3</sup>. Identification of high scorers on the GHQ showed those likely to have poor mental health, suggesting that they were under stress. A comparison of the proportion of high scorers among groups of women in different situations therefore indicated if there is a differential occurrence of stress.

In Factory C, there were clear differences between the shifts in the proportions of high scorers:

	Per cent	
Day shift	47.8	All part-time workers 30.8
Morning shift	38.2	
Afternoon shift	31.6	
Evening shift	26.8	

There were also associations, above the level of chance, between mental health scores, household dependence on a woman's earnings, and her feelings about the job. As these factors themselves are closely related, the overall pattern proved difficult to unravel, but it appeared to be as follows.

Women worked full-time rather than part-time largely for financial reasons. These, in turn, arose from their home circumstances and those whose families were very dependent on their wages felt they must continue to work in the factory however much they disliked the job. Thus the greater amount of stress among the full-time women, as compared with part-timers, was due to their negative feelings about their work and the financial pressures they were under, rather than to their longer hours. This suggests that the provision of more part-time work will not in itself reduce pressures on working women<sup>4</sup>.

#### Implications

This report has concentrated on the findings relating to married women and those with dependent children, whether married or single, because it is these employed women who show the greatest signs of stress. The pressures they face can be traced to their acceptance of a division of labour within the home which limits the time, energy and inclination they have to go out to work, but which also puts them under pressure to contribute financially to the well-being of their family.

Work outside the home offers a chance to earn money, to meet others and to escape from domestic chores for a time, but is seen as something to be taken on in addition to other commitments, rather than as a job in its own right. Employment, in this sense, has quite a different meaning for women than for men, and leads to job-seeking in terms of what can be fitted in with home responsibilities. Women are thus not in a position to take advantage of "equal opportunities" at work. For those wanting part-time work in particular, factory work is seen as almost inevitable, but this itself introduces other pressures into women's lives, for example noise, pacing, no going to the lavatory unless a relief operator is available, and so on. Work demands compete or conflict with home demands, but both are taken as something to be endured, women not being expected to be assertive in our society. The outcome appears to be costly in terms of their mental and physical health.

If this interpretation is correct, and it needs to be tested

in further research, it means that women's paid employment must be considered separately from men's, and the circumstances of their employment must be seen in conjunction with their different and lesser place in society overall. This last factor determines a host of circumstances which adversely affect women: their concentration in low-grade, low-status jobs; their unequal access to fringe benefits, particularly in the case of part-time workers; their unequal access to different kinds of employment, which anti-discrimination legislation has done little to mitigate; unequal reward for work; sole responsibility for the health and welfare of others and the maintenance of comfort in the home.

A genuine and serious programme to deal with ill-health among women workers must encompass all these debilitating factors. It is not sufficient to attempt to alleviate stress merely by improved job design or job enrichment if the factors which militate against women responding to these measures are ignored. Nor does the answer lie in the withdrawal of women from the labour market. The solution rather lies in seeking to develop an environment in which women have an unqualified right to take up different kinds of employment, the terms and conditions of which are not discriminatory; and where child-care and domestic responsibilities cease to be regarded as the sole responsibility of women. ■

#### Notes and references

- 1 For women, it has been observed that part-time working is not only an important employment opportunity but it is also a significant element in job segregation. McIntosh, A "Women at work: a survey of employers", *Employment Gazette*, November 1980.
- 2 Goldberg, D (1972), *The Detection of Psychiatric Illness by Questionnaire*; Oxford University Press.
- 3 For full details see Goldberg (1972).
- 4 As noted in the Equal Opportunities Commission evidence to the Royal Commission on Income Distribution and Wealth (1977), it is the mother who bears the burden of the costs of children and the impact of inflation on the household budget.

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 **HMSO BOOKS**



## Redundancy provisions

by Alan Anderson  
Institute of  
Manpower Studies

The author summarises some of the main findings from an extensive survey to analyse the effects and provisions of redundancy.

□ One painful feature of the current recession has been the increase in redundancies. This raises a number of questions for policy-makers, employers and individuals, such as what is the actual level of redundancies occurring in the economy, and what proportion of those people being made redundant receive payments in addition to those required by the Redundancy Payments Act, and how valuable they are. One might also wish to know what differences in extra-statutory provision are made between the public and private sectors, between different industries and between employing organisations of different sizes. Where extra-statutory schemes exist, it would be interesting to know what are their qualifying conditions, and how they are related to the statutory scheme, as well as what sort of non-financial help, on matters such as training and job placement, that redundant persons receive.

The IMS has recently reported<sup>1</sup> to the Department of Employment and the Manpower Services Commission on the findings of an extensive survey designed to answer these (and other) questions. This article summarises some of its main findings.<sup>2</sup> It was conducted by means of a detailed questionnaire sent to over 2,000 establishments submitting claims for rebate from the Redundancy Fund during a period in January 1981, in respect of statutory payments made to eligible employees ("eligibles").

The questionnaire sought information on the total numbers then being made redundant, including those not eligible for statutory payments ("ineligibles"). It also sought details of the individual characteristics of a large sample of those redundants, both eligibles and ineligible, including their occupation, sex, employment status, age, length of service and weekly pay, as well as the amount of statutory redundancy payments (for eligibles), the reason for non-payment (for ineligible), and the actual lump-sum redundancy payment, including any extra-statutory payments. The questionnaire also sought information on the organisation's general policies on extra-statutory payments and on non-financial redundancy provision. Finally, respondents were asked for their perceptions of the impact of redundancy schemes, both statutory and otherwise, on aspects of business management.

**Number of redundancies** 1,000 responses were analysed, covering redundancies involving over 7,000 people, in ratio of slightly more than two eligibles to one ineligible. This ratio is not a true reflection of trends in Great Britain as the survey could not capture ineligible who were being made redundant in isolation from eligibles for whom rebate was being claimed<sup>3</sup>. Organisations employing less than 100

employees generated half of the returns, accounting for less than a quarter of redundants. The incidence of redundancy, (in relation to employees in employment), was particularly high in metal manufacture, textiles, and sic Order 16 (bricks, pottery, glass, cement, etc.) and very low in mining and quarrying, gas, electricity and water, and sic Order 25 (insurance, banking, finances, and business services). It was somewhat lower in the public sector; though, due to differing age and service profiles, almost nine in every ten redundant public sector employees in the sample were eligible for statutory redundancy payments, compared to only two in every three in the private sector.

**Characteristics of the redundant** Detailed information was supplied on over 4,000 redundant individuals.

Judging from the data on almost 2,800 eligibles, and compared to employees in employment in Great Britain, it was found that men were relatively more likely to be made redundant, part-time workers were less at risk and that the over-50's were particularly prominent in the sample. It was also found that three in every five were manual workers, the majority of whom were unskilled, and that average earnings (£91) were below the national average. Only ten per cent earned more than the maximum for calculating the statutory payment (£130).

By comparison, data on over 1,300 eligibles showed that men were slightly less likely to become redundant, part-timers were slightly more at risk and 45 per cent were aged under 30. It was also found that 70 per cent were manuals, overwhelmingly unskilled, and average earnings were £73 per week.

**Redundancy Payments** Again, the two groups are discussed separately.

**Eligibles** The average statutory payment to eligibles was £1,050, though half received less than £500. The public sector average (£1,825) was double the private sector's, because of differences in age and length of service.

Three in five eligibles received no more than statutory entitlement, averaging £835. The remainder received both a higher average statutory payment (£1,350) and an extra-statutory addition averaging almost £2,000. Thus, in those cases in which an extra-statutory payment was made, it averaged 150 per cent of the statutory entitlement; though examples of more than 400 per cent were observed.

In this sample, the private sector's average extra-statutory increment was 20 per cent lower than the public sector's. The average extra-statutory increment paid to

eligibles was 185 per cent in the public sector, and 161 per cent in the private sector. However, it would be unwise to draw simplistic "public versus private" conclusions. As other recent research on redundancy agreements has suggested, apart from the European Coal and Steel Community-backed coal and steel provisions, "no other public sector workers fare as well as the better provisions in the private sector". In our survey, the industries making the most consistently generous payments were (after mining), chemicals, food drink and tobacco, insurance, and paper, printing and publishing.

**Ineligibles** The survey revealed three main reasons why ineligibles failed to qualify for statutory payments; 67 per cent had insufficient service (less than two years), 17 per cent were too young (under 20), and 12 per cent were too old (women over 60, men over 65). However, 28 per cent of ineligibles did receive a lump sum extra-statutory payment, although a low one compared to that paid to eligibles. Where such a payment was made, it averaged £380. Less than half of recipients received as much as £250 and only 15 per cent more than £500.

**Extra-statutory payment policies** Two in every five organisations usually make some extra-statutory payment, of a lump-sum and/or a continuing nature. Whereas only seven per cent of very small organisations (less than 25 employees) do so, 94 per cent of the largest (over 5,000) do. Thus, propensity to pay is a function of size, and generosity of payment a function of industry.

Respondents making lump-sum provision were asked to identify ways in which their arrangements improved upon the statutory scheme. While it is impossible to summarise here the bewildering variety of schemes reported<sup>3</sup>, the most common improvements involved relaxing one or more of the statutory limits on maximum weekly earnings, weeks payable per year of service, length of service and age.

Respondents also reported a wide range of other payments, including statutory enhancements, (that is a fixed percentage increase on statutory entitlement), *ex gratia* payments, closure bonuses, payments in lieu of notice and payments in kind. Clearly the determinants of the statutory scheme—especially service—also tend to be those of extra-statutory lump-sum payments. That explains the progressive differences in redundancy payments made, both between ineligible and eligibles; and between eligibles without, and with, access to extra-statutory schemes.

The latter may also provide payments of a continuing nature, either during employment—for example retention payments—or after redundancy—early payment of an occupational pension, supplement to unemployment benefit, make up pay in a new job, or retraining allowances. Over 70 per cent of organisations with extra-statutory schemes made provision for early pension. Less than 20 per cent made any other type of continuing payment, (though a few made all of them). Although we do not know their value, these provisions can significantly supplement the lump sum payments, while further widening the gulf between the "haves" and "have nots".

**Non-financial provision** Because of the involvement of the TSD in the training field and the ESP in job placement, our survey asked how many redundant individuals had been given appropriate help by their employers.

Less than two per cent were given enhancement training,

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## Notes

- 1 IMS *Manpower Commentary* No 13, CN 289, June 1981.
- 2 The full report contains well over 100 pages of statistical tables alone. IMS hopes to publish a full report on redundancy provision in the autumn.
- 3 IMS makes the *assumption* that, at this point of the recession, a 1:1 ratio is *probable*, but this cannot be regarded as a substantive finding of the survey. On that assumption, in the first quarter of 1981, redundancies were occurring at an annual rate equivalent to over 1.4 millions.
- 4 Labour Research Department, *Redundancies*, Bargaining Report No. 14, p. 3.
- 5 The full report (see (2)) will make the attempt.

retraining in new skills, or job sampling. Almost ten per cent were given job search training, usually lasting no more than half a day. Ninety per cent received none of these types of training. In terms of placement assistance, less than ten per cent of organisations either drew employees' attention to available TOPS courses, or contacted other local firms about possible vacancies. About 20 per cent allowed employees to leave early to seek or take up work, without loss of redundancy pay.

These responses must be interpreted with caution. Many organisations cannot offer such facilities, and many redundants do not need them. Nevertheless, non-financial provision remains relatively limited, and again heavily concentrated among the financial "haves".

**Perceptions of impact** A final series of questions called for more qualitative responses on (i) the impact of all redundancy provision on aspects of business efficiency, and (ii) the impact on the organisation of the statutory scheme alone. The overall findings were:

### (i) As a consequence of redundancy provision

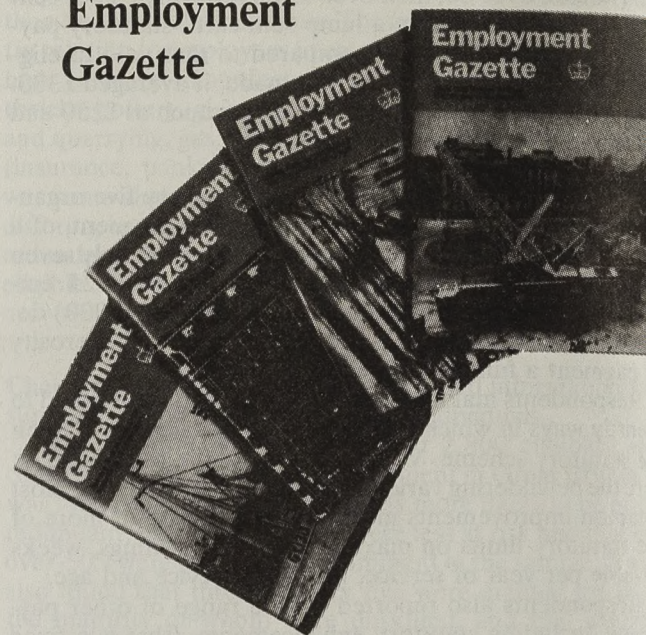
	Un-affected	In-creased	De-creased	Don't know
Our ability to reduce employment, where necessary, is	46	31	8	15
Our ability to introduce changes in working practices is	57	26	5	12
The harmony of employee relations in the organisation is	57	22	8	13
Employee pressure for improved pay and conditions is	72	6	8	14

(ii) For one in four respondents the impact on their organisation of the statutory scheme was "insignificant", for half it was "beneficial", and for one in ten, "harmful". Only 12 per cent thought it had led to employee pressure for an extra-statutory scheme. The pattern of response varied widely by size and industry.

**Summary** If a 1:1 eligible:ineligible ratio is assumed, these main conclusions on redundancy in Great Britain follow:

- In early 1981, redundancies were *estimated* to be occurring at an annual rate of over 1.4 millions;
- The hardest hit groups were teenagers, over-60s, the unskilled and low-paid;
- Only one in three redundants received any extra-statutory pay;
- 35 per cent of all redundants received nothing, 15 per cent received less than £500, and only four per cent received more than £5,000;
- Pensions apart, continuing payments are rarely made. ■

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## SPECIAL FEATURE

# Ignoring the sign: Young, unemployed, and unregistered

by K Roberts, Jill Duggan  
and Maria Noble  
Department of Sociology  
University of Liverpool

This team carried out research work designed to clarify the prevalence and reasons for non-registration in districts with contrasting levels and histories of unemployment, among boys and girls, black and white, who leave school with or without educational qualifications

In 1977 *Young People and Work* recommended that 'up to 20 additional detached employment officers should be appointed . . . whose function would be that of "outreach" . . .'.<sup>1</sup> When the Department of Employment implemented this proposal by funding outreach workers within the Careers Service, the size and character of the problem being addressed, unregistered youth unemployment, were still contested. The Community Relations Commission had claimed widespread non-registration among alienated West Indian youth<sup>2</sup>, while the Institute of Careers Officers challenged the alleged scale of any problem, and disputed allegations that their Service alienated clients of any race<sup>3</sup>. Hence the research now being reported: its aims were to clarify the extent and reasons for non-registration among the young employed<sup>4</sup>.

### Household surveys

Enquiries involved exhaustive household surveys to identify and interview a total of 551 16-20 year olds with labour market experience in six districts; three in London—in Brixton, Harlesden and Shepherds Bush, the others in Liverpool's Granby, Manchester's Moss Side, and on the Low Hill/Scotlands estates in Wolverhampton. In addition 49 trainees were interviewed from a YOP scheme organised by the Wolverhampton Council for Community Relations. All the survey localities, which were selected in consultation with the Department of Employment and local Careers Services, had reputations as youth unemployment blackspots, and multi-racial populations. The main section in the interviews, conducted during 1979-80, reconstructed each respondent's career history. Periods of unemployment were probed following school-leaving and between all jobs, then, in relation to each episode, queried whether the individuals registered and claimed benefit, and if so, whether this was for the entire period.

The research was not designed to measure the proportion of all youth unemployment that remained unregistered throughout the entire country. Young people who were squatting, homeless or sleeping rough were not studied. All the fieldwork was conducted in conurbations. Furthermore, the ethnic minorities in all the survey areas were mainly of Afro-Caribbean origin. Registration habits within other ethnic communities, in rural areas, and in regions not covered by our enquiries may be different. But the research does help to clarify the prevalence and reasons

for non-registration in districts with contrasting levels and histories of unemployment, among boys and girls, black and white, who leave school with and without educational qualifications.

### Social geography of non-registration

Table 1 describes our survey populations, and lists their levels of unemployment, measured by the percentages of the subjects' time in the labour force spent unemployed, together with the proportions of all time unemployed that were reported unregistered with the statutory agencies. Levels of unemployment ranged from 17 per cent in Brixton and Shepherd's Bush to 45 per cent in Liverpool and 46 per cent among the Wolverhampton CCR group. Non-registration varied even more widely than overall levels of unemployment. In the Liverpool and Wolverhampton localities, only 10 and 11 per cent of time unemployed was unregistered. At the Wolverhampton CCR and in Manchester non-registration was more common, accounting for 13 and 14 per cent of unemployment. In the London districts, however, we encountered non-registration on an entirely different scale; 40-48 per cent of all time unemployed.

In the London surveys, non-registration between jobs proved more common among 18-20 year olds than 16-17 year olds, and over the period covered by our subjects' careers, 1975-80, non-registration among 16-17 years olds had been increasing. Evidence suggests that in London, up to 1980, unregistered youth unemployment was growing more rapidly than registered unemployment, and given the reasons for non-registration presented below, we see no grounds for suspecting that the unregistered proportion would be higher in our research areas than across the remainder of London.

Non-registration varied considerably by area, whereas no comparably dramatic contrasts were found when respondents were divided by race, gender and qualifications (table 2). Identical proportions of male and female unemployment were unregistered. The non-registration rates for blacks and whites were 24 and 21 per cent, and 25 and 21 per cent for those who left school with and without qualifications. In districts where non-registration was relatively high, this applied among boys and girls, whites and blacks, qualified and unqualified. According to evidence, the propensity to register is not consistently related to race,



**Table 1 Some characteristics of interview respondents**

	Shepherds Bush	Brixton	Harlesden	Wolverhampton	Manchester	Liverpool	WCCR	All
Addresses visited	1,197	894	658	540	566	800	—	4,655
Subjects identified	108	103	93	89	101	100	(49)	643
No interviewed	98	95	87	85	93	93	49	600
No of jobs	155	127	156	148	171	116	105	978
No of unemployment episodes	87	73	80	94	99	115	74	622
Percentage of time unemployed	17	17	25	23	29	45	46	27
Percentage of time unemployed not registered	40	48	42	10	14	11	13	22

**Table 2\* Unemployment and non-registration amongst sub-groups**

	Male	Female	White	Black	Qualified	Unqualified
Percentage of time unemployed	22	31	22	30	18	35
Percentage of unemployment not registered	23	23	21	24	25	21
n =	267	284	271	280	316	235

\* Subjects interviewed at the Wolverhampton CCR are not included in this table.

**Table 3 Types of non-registrants by locality**

	Shepherds Bush	Brixton	Harlesden	Wolverhampton	Manchester	Liverpool	WCCR	All
<b>Types of non-registrants</b>								
<b>Marginal cases</b>								
Students	—	—	—	—	—	—	2	2
Housewives	2	—	1	5	1	3	2	12
Other sources of income	1	—	1	—	1	—	2	3
<b>Mainstream non-registrants</b>								
School leavers	20	34	23	1	11	11	6	106
Job-changes	23	17	22	1	12	3	3	81
	46	51	47	7	25	17	11	204

gender or educational status. In London there was considerable non-registration among young blacks, but to no greater extent than among unemployed whites. In other areas, including Liverpool, non-registration was uncommon among both groups. Young blacks were over-represented among the unregistered unemployed only in so far as they ran the greater risk of unemployment itself.

### Reasons for not registering

Respondents supplied information about 622 unemployment episodes during their careers, and of these 204 were less than fully registered. All non-registrants were asked to explain their behaviour, and table 3 divides the episodes into "mainstream" and "marginal" classes according to the individuals' status in the workforce. "Marginal" non-registrants include *de facto* students, housewives and young people with alternative, sometimes illegal sources of income whose availability for employment stood in some degree of doubt. A handful of such cases were discovered in all the surveys. When overall levels of non-registration were relatively low, as in Wolverhampton, the "marginals" sometimes accounted for the greater number of all non-registrants. Differences in the total volume of non-registration between the survey districts were not due primarily to fluctuations in the numbers

of "marginal" cases, but to some areas, particularly in London, containing more school leavers and job-changers whose availability for work and eligibility for social security were not in doubt, who simply chose not to register as unemployed and claim benefit.

### Recurrent explanations

Why did the "mainstream" non-registrants fail to sign on? Five recurrent explanations were given. Firstly, individuals believed they could find jobs so quickly, with so little difficulty, without official assistance, that registration was simply not worth the effort. "It didn't seem worth it." "I knew I could find a job, so I didn't consider signing on." Sometimes this confidence proved over-optimistic and individuals stayed unemployed for longer than they had anticipated, but in many other cases the non-registrants appeared to be judging their local labour markets accurately.

Secondly, individuals argued that they preferred to choose their own jobs in their own time. While seriously seeking work, some unemployed young people are unwilling to take any job, immediately. Individuals who quit jobs having grown fed up with the work, bosses or wages, may welcome breaks, or at least time to search for something better. The last thing they want is to be directed to equally unsatisfactory posts the next Monday.

### Stigma

Thirdly, some informants were resisting the stigma of registering and claiming. "It's degrading." "I don't want to join that crowd." "I don't want to claim what I haven't worked for." "I'd never humble myself to go to that place and ask for money." Individuals who are out-of-work, between jobs, do not always class themselves among "the unemployed" who lack the talent and/or initiative to find jobs. Some jobless young people believe they will recommence work when they choose. Another popular distinction is between those who would work and support themselves, given the opportunity, and "workshy scroungers". Even in high unemployment localities, some residents maintain such stereotypes of claimants. "Respectable" parents who have always earned their own livings are generally supportive, but sometimes puzzled by their children's inability to find jobs, and when members of their own families do not fit the stereotype, a common reaction is not to abandon entrenched ideas, but to refuse to accept that one's own belong among the unemployed who queue at benefit offices.

### Avoiding hassle

Fourthly, "mainstream" non-registrants were avoiding hassle. "I don't like the rude treatment." "I don't like the attitudes of social security officials." "Too complicated." "They ask you so many questions, then someone else does. I don't see why you should put yourself out for them. I left them to it." "I've answered all their questions before, so why should I have to repeat it again?" Young people complain about being shuttled from jobcentres and careers offices to unemployment benefit offices then to supplementary benefit departments. They dislike the waiting, the time that is wasted, and the costs of travelling. They do

not feel they are being treated as first-class citizens who are simply claiming their rights, but that some officials presume them cheats and liars, and try to make obtaining benefit as disagreeable as possible.

Fifthly, some non-registrants explained that they "didn't need the money", and that "the money isn't worth it". Financial explanations of non-registration combined two sentiments: a feeling that social security was intended only for the desperate who lacked any alternative means of support, and that the cash was simply not worth claiming.

Needless to say, different reasons for not registering were not offered by entirely different groups. Many informants gave several reasons. Registration is discouraged by a combination of motives and circumstances. In some areas individuals have been able to expect or hope, not unreasonably, to find work within short periods without assistance from the statutory agencies. In the meantime, with families or savings to offer financial security, the stigma and hassle have been judged too great a price.

### Sub-cultural aspects of non-registration

If the above motives account for 40 per cent of youth unemployment in London remaining unregistered, why not elsewhere? In the Liverpool and Wolverhampton survey areas, young people had rarely heard of non-registration. It was not a term that the locals recognised. Questions were greeted with incomprehension, or derision. "Not claim our rights. Why shouldn't we? We all know how to." The irregularity with which some of these young people were familiar was claiming while working. In the eyes of their jobless counterparts in some other regions, the explanations London's non-registrants offer simply fail to ring true. Non-registrants who say they "can't be bothered", that "The money isn't worth it", or that it would involve "too much hassle" fail to convince the young unemployed on Merseyside. The latter protest that while the money may not be a fortune, it is worth the effort. Form-filling, queuing and being processed through officials and bureaux are inconvenient, but hardly sufficient reasons for relinquishing one's rights. Many young people in Liverpool, as in London, enter spells of unemployment hoping that their joblessness will be short-lived, but consider it only sensible to hedge their bets by signing on.

### Different meanings

The fact of the matter is that registering and claiming benefit possess different meanings in different localities. The reasons individuals offer for registering, and for failing to claim benefit, in addition to their actual behaviour, are sub-cultural. The explanations make sense to their own neighbours, friends and families. The vocabularies of motive and definition of situations that portray registration as a common-sense response to joblessness in some areas, and as a hassle to be avoided if possible in others, are not properties of individuals so much as kin and friendship networks, and the views that prevail within given localities appear to depend considerably on the severity of unemployment—its current level, and also whether it has been a persistent problem.

During the late 1970s, in south and west London, young people did not decline to register because the employment services had absolutely no jobs. The Careers Services and

Jobcentres could offer employment, though not necessarily in the occupations the young unemployed were seeking. There was and remains a "mismatch" problem. With "trash jobs" on offer, young Londoners intent on obtaining something better, and likewise those preferring to take short breaks, have seen good reason to delay signing on. On Merseyside, in contrast, a reluctance to be hurried into fresh employment, or pressured towards an unsought job, have not been considered impediments to immediate registration.

Young people who grow up in areas of persistent unemployment like Liverpool's Granby and parts of Wolverhampton's Low Hill/Scotlands estates, are unlikely to regard registration as a stigma. They are taught by example to treat social security as a right, a normal means of support. In these areas, "labour exchanges" and "dole offices" are well-known local institutions to which unemployed youth are directed by neighbourhood tradition. No act of individual decision is required. New generations of school-leavers are "educated" to avoid unnecessary hassle. Furthermore, where joblessness has been a persistent problem, the young unemployed become prime candidates for public sympathy. This can soften the hassle and dispel some of the stigma.

Evidence suggests that widespread non-registration is a phenomenon of times and areas of rising unemployment, blighting localities where it was previously uncommon, affecting families where some parents have spent recent decades deploring "workshy scroungers".

### Last resort

In these areas, many of the older generations still regard the employment services as the "last resort"—there is no family tradition of use. Young people adopt these attitudes. Peer groups negotiate the opinions of parents. The "hustler" who can "get by" without the state's hand-outs becomes a status character.

Registration is also discouraged in London by the ability of households with parents and/or siblings in employment, earning South-East wages, to support the young unemployed. As a proportion of household incomes, the contributions of young Londoners who claim social security, at standard rates throughout the country, are often incidental. Their families can afford to argue that "the money isn't worth it". This is a different situation from that prevailing in Britain's long-standing depressed areas, where adult unemployment is more common and wages are relatively low: even small sums are welcome.

### Familiar malaise

Explaining non-registration in London in terms of the growth of unemployment having been recent, and levels modest, compared with Britain's notorious depressed regions, does not mean that non-registration will necessarily diminish if London's youth unemployment continues to rise, or fails to decline, thereby becoming a familiar malaise. As previously mentioned, the surveys found that over time, within age bands, levels of non-registration in London had been rising. The sub-cultural responses to unemployment and methods of coping without registration currently being pioneered in London, and elsewhere, may prove resilient. The behaviour of jobless youth in these



areas could remain different from where unemployment has persisted for decades, and young people learn to cope using "cultural capital" built by earlier generations.

There were variations in registration behaviour within all our survey areas for a number of reasons. To begin with, urban districts are not homogeneous communities whose residents subscribe to identical values. Secondly, in districts where attitudes towards signing on deter registration, some individuals are forced to abandon their pride because they need the money, or fail to obtain jobs of their choice and are obliged to consider whatever the employment services can offer. Deviations around norms are common features of social life. They surround registration behaviour. But the principal finding is that variations in levels of unregistered youth unemployment are not due to certain districts harbouring more deviants than others. The norms governing registration are not constant. In some families and peer groups the registrants are the deviants.

### Character of the problem

It would be helpful if official statistics indicated the true level of youth unemployment: this would make it easier to tailor special measures to the real scale of joblessness. It must arouse concern if some who are intended to benefit fail to receive social security. But earlier proclamations of a non-registration problem were not inspired primarily by a desire for accurate social book-keeping or financial justice. It has been alleged that non-registrants are "alienated": that they become disaffected by their inability to obtain or retain jobs, and by the unhelpfulness of the statutory services, and thereby drift towards long-term unemployment, learning to live apart, feeling detached from the wider society. The attitudes and life-styles of non-registrants have been defined as part of the problem to be treated. Hence the need to "outreach"; to influence the unattached towards using the statutory agencies, then towards employment, maybe via the Youth Opportunities Programme.

The evidence does not fit this hitherto speculative analysis. Firstly, most of the unregistered episodes our respondents reported were short-lived. On average, unregistered periods of unemployment were of shorter duration than fully registered episodes. Secondly, approximately a third of all instances of non-registration occurred during spells of unemployment that were partly-registered. Non-registrants were not "living apart"; in most cases they became registrants or workers within short periods. In areas where non-registration is common, some of the longer-term unemployed fail to register, but in London surveys, the longer-lasting episodes were mostly at least partly-registered, and the majority of non-registrants were not descending into the "hardcore" unemployed.

### Conventional

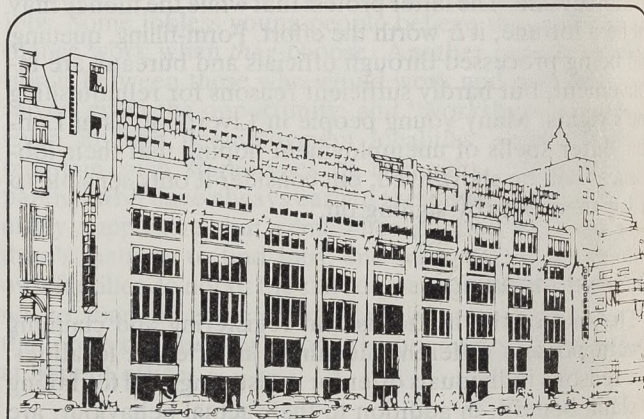
Non-registrants' attitudes, job aspirations and preferred life-style often turn out to be thoroughly conventional. They want jobs and are seeking work; very few are work-avoiders. Like the majority of all the young unemployed in our surveys, they desired jobs with training and prospects, and/or decent pay. Furthermore, the majority find jobs, though not necessarily matching their aspirations, within

short periods. Findings stress the rationality of non-registration. Many "unassisted" young people are competent judges of their local labour markets. They do not register because they can cope with their own employment problems, and therefore see insufficient reason to tolerate the hassle and stigma. Non-registration is not normally due to individuals being unaware of the assistance that the employment services might offer, or to their having been treated unsympathetically on previous visits. When the young unemployed fail to register, the chances are that the individuals concerned realise full-well, and correctly, that registration will not solve their problems.

The roots of non-registrants' problems are their local labour markets, which offer mainly unskilled low paid jobs in insufficient quantity to maintain full employment. Agencies such as the Careers and Employment Services cannot of themselves influence the realities of the labour market, and the non-registrant simply perceives this.

### References

- 1 Manpower Services Commission, *Young People and Work*, HMSO, London, 1977, p 10 and p 39.
- 2 Community Relations Commission, *Unemployment and Homelessness: a Report*, HMSO, London, 1974; *Evidence to the MSC Working Party on Youth and Work*, London, 1977.
- 3 Institute of Careers Officers, *Report of the First Year of the Youth Opportunities Programme*, 1979.
- 4 A full account of the research methods and findings from this study will be presented in a following publication.



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# LABOUR MARKET DATA

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## Summary

Although information on the economy in the second quarter is still limited, recent indicators suggest that the trough of the recession has been reached. The CBI Industrial Trends Survey for July showed further improvements in business confidence, but the CSO's indices of coincident indicators, still provisional for the latest months, fell in April and May after a stable period.

Little information is so far available on the pattern of demand in the second quarter of 1981. There was a fall in the preliminary estimate of consumers' expenditure, which had recently been an expansionary influence on total demand. A decline in fixed investment, which lags behind the output cycle, is also expected.

Short-time working has fallen considerably as the decline in output has lessened. Employment in manufacturing industry, however, continues to fall and overtime working remains low. The rate of increase in unemployment is still easing, though it remains substantial, and vacancies continue at very low levels.

The underlying increase in average earnings remains at about  $\frac{1}{2}$  per cent a month. Settlements in the current pay round are averaging between 8 and 9 per cent with little variation between the different sectors of the economy.

The year on year increase in the Retail Prices Index fell back a little further in July.

## Economic background

Information about the pattern of demand in the second quarter is limited. Preliminary estimates suggest that consumers' expenditure fell by 1.7 per cent compared with the first quarter, following a rise of almost 2 per cent between the fourth quarter of 1980 and the first quarter of 1981. This increase was due to a sharp decline in the savings ratio to 14 per cent in the first quarter from 16 per cent in the previous quarter despite a fall in real personal disposable income of  $\frac{1}{2}$  per cent.

The CSO's indices of cyclical indicators continue to suggest a possible bottoming of the recession but it may be some time before these indicators can con-

firm the trough, if the subsequent upturn is slow. The composite index of coincident indicators was broadly unchanged between November 1980 and March 1981 (the latest month for which all indicators are available), reflecting a levelling out of economic activity from its previous sharp decline. The index fell in April and May (based upon partial information only), almost entirely because of the drop in retail sales and the effect of industrial disputes in the motor industry on manufacturing production in May. These indices will be revised when more information becomes available. Both the longer leading and the shorter leading indicators are still consistent with a trough between November 1980 and June 1981.

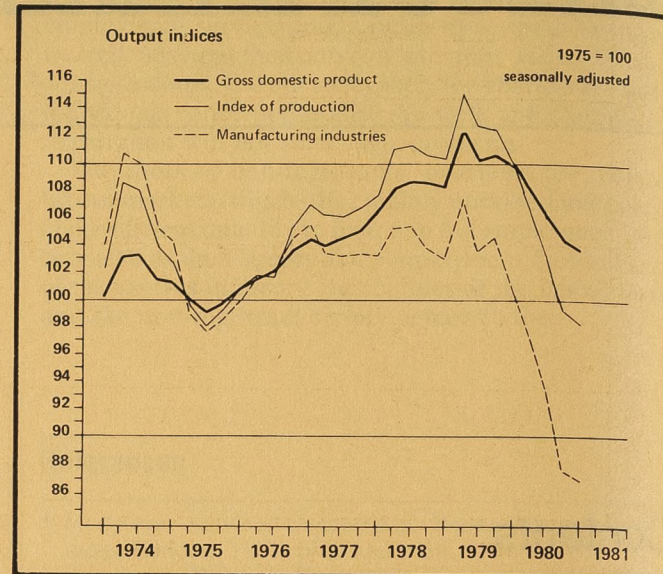
The CBI Quarterly Industrial Trends Survey for July shows, for the first time since April 1979, a positive balance (2 per cent) between those expressing more rather than less optimism about the general business situation. There are marginal improvements in the number of companies working below full capacity, those working below a satisfactorily full rate of operation and those saying their order books are above "normal". Demand (measured by total new orders) weakened less after April than in the previous eight months. Investment intentions remain weak with only 21 per cent expecting to authorise more capital expenditure on plant and machinery during the next 12 months, compared with 44 per cent expecting to authorise less.

Industrial production rose by over 1 per cent between May and June, after a fall of nearly 1 per cent between April and May. This follows several months during which industrial production had been fairly stable. Output in the three months to June was  $\frac{1}{2}$  per cent lower than in the previous three months before and after the oil and gas extraction industries are excluded.

Manufacturing output rose by 2 per cent between May and June, after falling by nearly 1 per cent in the previous month. Output in the three months to June was nearly  $\frac{1}{2}$  per cent lower than in the previous three months and 9 per cent below the level in the same period a year ago.

Retail sales rose by 1 per cent in June. In the latest three

Chart 1



months, they fell by  $1\frac{1}{4}$  per cent, but were 2 per cent higher than a year earlier.

The only investment indicator available for the second quarter is housing starts. Private sector starts fell by 8 per cent between the first and second quarters of 1981, after rising in the previous quarter. Second quarter starts were, however, still 18 per cent higher than a year ago. Public sector starts were unchanged between the first and second quarters, and 39 per cent lower than in the second quarter of 1980.

The money supply £M3 increased by 0.2 per cent during the month to mid-June and it is provisionally estimated that it may have risen  $2\frac{1}{2}$  per cent in the following month. All these figures have been distorted by the impact of the civil service strike on Government revenues. The Bank of England believes that the underlying increase is unlikely to have been outside the current 6-10 per cent target.

The Public Sector Borrowing Requirement for the first quarter of the current financial year was £6.8 billion (seasonally adjusted). The Treasury estimate that £3½ to £3¾ billion of this is due to distortions connected with the recent civil service strike.

The effective exchange rate for sterling was 92.2 on the Bank of England index (1975 = 100) at the end of July. This follows a general weakening of the pound in the first half of July.

## World prospects

The most striking feature of the world economy in recent weeks has been the strength of the United States dollar in foreign exchange markets. While the sterling-dollar rate has reached a four-year low in recent weeks, other currencies have reached levels unknown in recent history. The Swedish krona, for example, touched a 50 year low, and the French franc, Italian lira, Danish krona and Spanish peseta reached record low points.

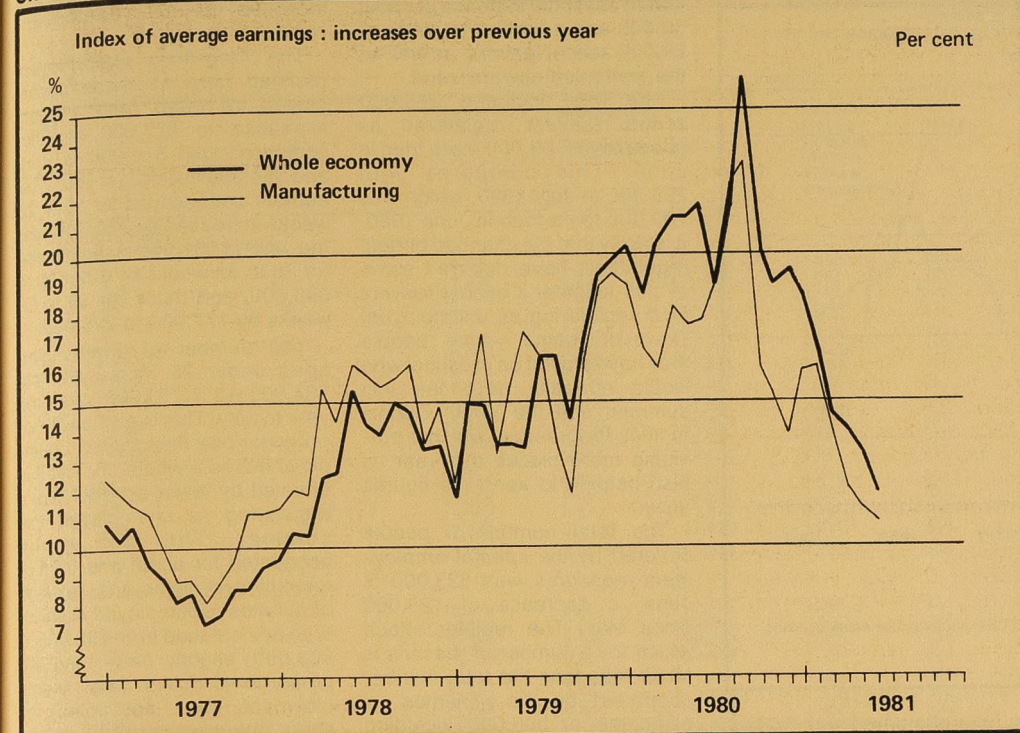
Interest rates have generally remained high—in the United States for reasons of monetary control, and elsewhere because of falling exchange rates.

## Average earnings

The yearly increase in average earnings fell back in June to 11.8 per cent from 13.2 per cent in May. Allowing for temporary influences the underlying increases were about 12 and 13 per cent respectively.

Though most settlements with operative dates in the 1980-81 pay round (ending in July) have now been reached, about a quarter of employees had not received their increases in time for inclusion in the June average earnings index. The increase on a year earlier therefore does not wholly reflect the rate of increase during the round, and it still includes some of the higher 1979-80

Chart 2



settlements being paid in July and August 1980 and certain staged comparability increases stemming from 1978-79 but not paid until September 1980. A clearer indication of the underlying rate of increase in the 1980-81 pay round is provided by the average monthly increase since August 1980, which has been a little over  $\frac{1}{2}$  per cent (adjusted for seasonal and temporary factors). The increase over the most recent three months (shown in chart 2a) is now fractionally higher than in the earlier part of the round, principally because there has been a sharp fall in the amount of short-time working in manufacturing and some indications of an increase in overtime hours.

The earnings trend is broadly consistent with information published by the CBI that the average level of settlements has been between 8 and 9 per cent in manufacturing, 8½ per cent in central and local government, 9½ per cent in retailing and 11 per cent in insurance, banking and finance and catering and allied industries.

## Retail prices

The rate of inflation, as measured by the year-on-year change in the retail prices index continued to fall in July to stand at 10.9 per cent. This compares with 11.3 per cent in June and 11.7 per cent in May.

The rise in the RPI between June and July was 0.4 per cent about half of which was accounted for by higher prices for alcoholic drink, petrol and motor vehicles. The continued effects of increased gas and electricity charges also contributed to the rise. These increases were partially offset by a decrease in the prices of seasonal food and several other items, notably clothing and footwear.

Seasonal food prices are expected to continue their customary fall over the next few months, and the increase in the prices of many manufactured goods may continue to be very low in the short term. However, the sharp fall in the exchange rate of the pound has caused the cost of imported fuel, raw materials and other goods to rise; this may in due course have an effect on retail prices. The August index

could show a small rise next month, because the exceptionally low increase of last August (0.2 per cent) will drop out of the comparison period.

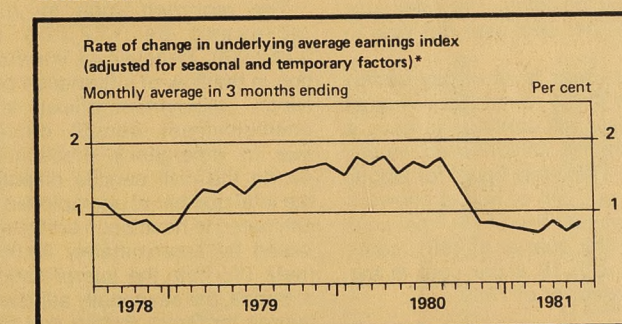
In July the monthly increase, after excluding the effects of seasonal food, was 0.5 per cent. This follows rises of 0.5 per cent in June and 0.6 per cent in May. The rise over the six months to July was 7.0 per cent, compared with 7.1 per cent in May and June.

The Tax and Price Index rose by 14.3 per cent in the year to July, 3.4 per cent more than the corresponding increase in the RPI, to stand at 154.2 (Jan 1978 = 100).

The latest published Treasury forecast, prepared at the time of the Budget, was for the year on year increase in the RPI to fall to 10 per cent by the fourth quarter of 1981. It is still too early to say how close the outturn will be to this. The falling exchange rate has made its achievement more difficult though recent monthly increases have continued at moderate levels.

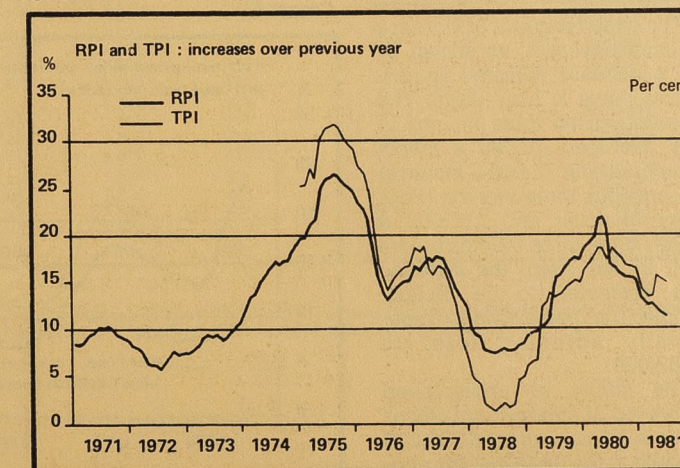
Manufacturers' selling prices, as measured by the Wholesale Prices Index for home sales, rose by  $\frac{1}{2}$  per cent between June and July, a lower amount than in recent months. The year on year rate also fell, to 9½ per cent. How-

Chart 2a



\* For description see Employment Gazette, April 1981, pages 193-6.

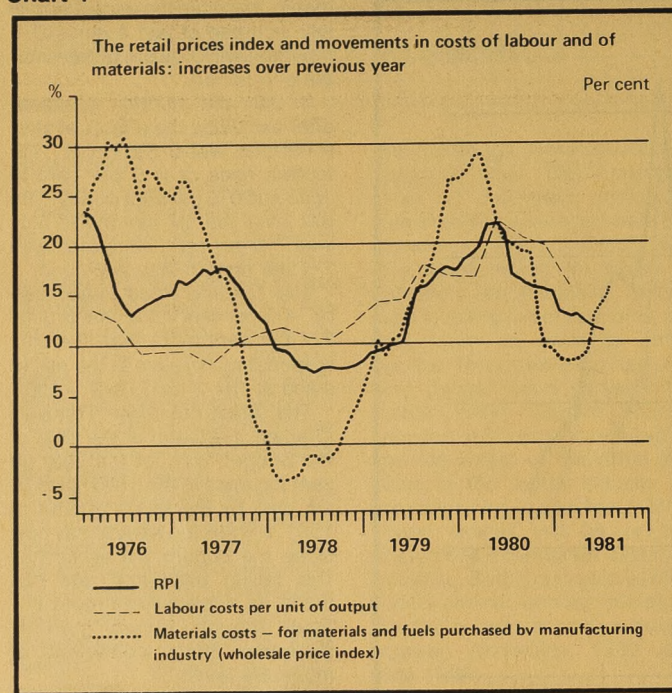
Chart 3





THOUSAND

Chart 4



ever, the prices of materials and fuels purchased by manufacturing industry, as measured by the wholesale price index, rose by 1½ per cent between June and July, mainly as a result of the higher sterling price of crude oil, following the depreciation of the pound against the dollar. The index rose by 15½ per cent over the year to July.

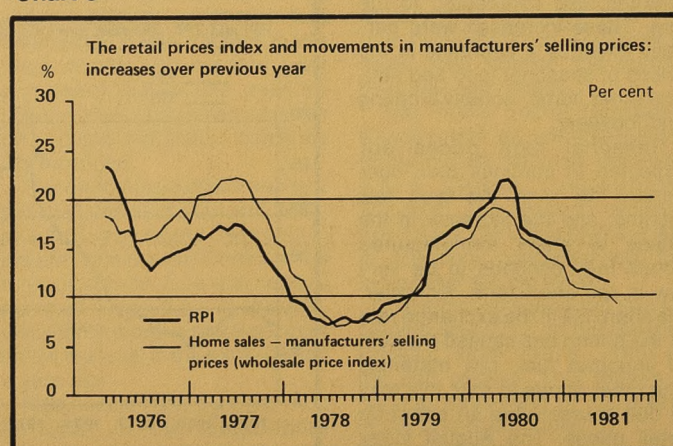
The lower level of pay settlements in the round since August last year will continue to have a moderating influence on labour costs. The latest figure for labour costs per unit of output shows a year on year rise of 15.7 per cent in the first quarter of 1981, compared with 19.8 per cent in the fourth quarter of 1980.

### Unemployment and vacancies

The underlying rate of increase in unemployment, as shown by the seasonally adjusted figures, is continuing to slow down. The increase in the three months to July averaged 43,000 a month compared with 75,000 a month in the previous three months (February to April) and 112,000 a month in the three months before that. In July itself, the increase was estimated to be 30,000, bringing the United Kingdom seasonally adjusted total to 2,582,000.

The inflow of unemployed registered at employment offices in Great Britain averaged 336,000 a month in the three months end-

Chart 5



ficial increase of 20,000, an estimated seasonal increase of about 50,000 and a further net influx of 69,000 school leavers, as well as the continued upward trend.

The total included 285,000 school leavers registered as unemployed, 69,000 more than in June. This compares with 296,000 in July 1980, which was 109,000 more than in June 1980. It is likely that the changed benefit regulations have deterred some of this summer's school leavers from registering as unemployed. However, some young people may have stayed on at school who would normally have left this summer, and the Youth Opportunities Programme, which is providing more places this year, is also helping to keep the figures down.

The total number of people covered by the special employment measures was 823,000 in June, a decrease of 125,000 since May. The register effect, which for a number of reasons is much less than the total number supported by the schemes, is estimated at 305,000 including school leavers.

Vacancies (seasonally adjusted) held at employment offices increased by 9,000 to 92,000 in July, reversing the fall in June. At current low levels the significance of monthly fluctuations is uncertain.

Male unemployment (seasonally adjusted) has continued to rise at a faster rate than for females. Between July 1980 and July 1981, male unemployment has increased by 67 per cent compared with 46 per cent for females.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year to July. The largest increases were in the West Midlands, up 5.9 percentage points, and Northern Ireland, up 4.9 percentage points. In the South East, East Anglia, the East Midlands and Scotland, the increases were

below the national average increase of 4.0 percentage points.

The long-term unemployed (defined here as those unemployed for more than a year) increased to 627,000 in July, compared with 516,000 in April, and 364,000 in July last year. The number unemployed for 13 to 26 weeks increased by 230,000 over the year to 531,000 in July; those for 26 to 39 weeks by 222,000 to 393,000, and those for 39 to 52 weeks by 177,000 to 295,000.

The number of unemployed aged under 25 increased from 884,000 to 1,170,000 over the year to July. This is a smaller proportional rise than that in unemployment as a whole, though it is affected by fewer school leavers registering as unemployed this summer. This age group accounted for about one-third of unemployed males and one-half of females. Unemployed aged 55 or over increased from 259,000 to 403,000, slightly more than the proportional rise in total unemployment; they accounted for about one in seven of all unemployed. The unemployed in the prime age group, 25 to 54, increased from 753,000 to 1,279,000, proportionately well above the average.

### Industrial stoppages

The number of working days lost through stoppages of work remains low and is provisionally estimated at 268,000 days in July.

The number of days lost so far this year, over the first seven months, is the lowest for any comparable period since 1967 with the exception only of 1976. Working days lost since the middle of 1980 have on average been little over a quarter of the average over the previous decade.

The number of stoppages recorded has been extremely low for over 18 months. While the recent run of figures undoubtedly reflects a current low level of strike action, one reason for the exceptionally small provisional number of stoppages (of 47) last month is the civil service pay dispute. The local Unemployment Benefit Offices are a main source of information on industrial stoppages and they have been under particular pressure during July because of the need to handle benefit payments manually, instead of by computer. However, since effort is concentrated on ensuring coverage of the largest stoppages, this will have had comparatively little effect on the recorded number of working days

Continued on page 58

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
<b>A. UNITED KINGDOM</b>									
Unadjusted for seasonal variation									
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	22,687	1,886	328	24,901	1,609	26,510
	Dec	13,374	9,328	22,702	1,886	324	24,912	1,481	26,393
1978	Mar	13,312	9,259	22,571	1,886	321	24,778	1,461	26,239
	June	13,385	9,372	22,757	1,886	318	24,961	1,446	26,407
	Sep	13,438	9,406	22,844	1,886	320	25,050	1,518	26,568
	Dec	13,430	9,521	22,951	1,886	317	25,154	1,364	26,518
1979	Mar	13,321	9,408	22,729	1,886	315	24,930	1,402	26,332
	June	13,380	9,540	22,920	1,886	314	25,120	1,344	26,464
	Sep	13,423	9,529	22,951	1,886	319	25,156	1,395	26,551
	Dec	13,317	9,568	22,885	1,886	319	25,090	1,355†	26,445†
1980	Mar	13,145	9,393	22,538	1,886	321	24,745	1,478† e	26,223†
	June	13,110	9,401	22,511	1,886	323	24,720	1,660†	26,380†
	Sep	12,952	9,270	22,222	1,886	332	24,440	2,040†	26,480†
	Dec	12,666	9,162	21,829	1,886	334	24,049	2,244†	26,293†
1981	Mar R	12,387	8,937	21,324	1,886	334	23,544	2,485†	26,029†
Adjusted for seasonal variation									
1977	Mar	13,376	9,221	22,597	1,886	330	24,813		26,208
	June	13,366	9,240	22,606	1,886	327	24,819		26,299
	Sep	13,365	9,264	22,629	1,886	328	24,843		26,379
	Dec	13,359	9,279	22,638	1,886	324	24,848		26,357
1978	Mar	13,381	9,328	22,709	1,886	321	24,916		26,398
	June	13,384	9,356	22,740	1,886	318	24,944		26,414
	Sep	13,383	9,403	22,786	1,886	320	24,992		26,436
	Dec	13,418	9,471	22,889	1,886	317	25,092		26,487
1979	Mar	13,391	9,478	22,869	1,886	315	25,070		26,493
	June	13,374	9,523	22,897	1,886	314	25,097		26,461
	Sep	13,369	9,527	22,896	1,886	319	25,101		26,421
	Dec	13,308	9,518	22,826	1,886	319	25,031		26,399†
1980	Mar	13,215	9,463	22,678	1,886	321	24,885		26,362†
	June	13,103	9,384	22,487	1,886	323	24,696		26,355†
	Sep	12,898	9,268	22,166	1,886	332	24,384		26,331†
	Dec	12,658	9,111	21,769	1,886	334	23,989		26,248†
1981	Mar R	12,456	9,007	21,463	1,886	334	23,683		26,168†
<b>B. GREAT BRITAIN</b>									
Unadjusted for seasonal variation									
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,129	9,059	22,188	1,825	328	24,341	1,542	25,883
	Dec	13,083	9,114	22,196	1,825	324	24,345	1,420	25,765
1978	Mar	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
	June	13,096	9,158	22,253	1,825	318	24,396	1,381	25,777
	Sep	13,148	9,188	22,336	1,825	320	24,481	1,447	25,928
	Dec	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
1979	Mar	13,033	9,186	22,219	1,825	315	24,359	1,340	25,699
	June	13,092	9,314	22,406	1,825	314	24,545	1,281	25,826
	Sep	13,136	9,304	22,440	1,825	319	24,584	1,325	25,909
	Dec	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1980	Mar	12,864	9,168	22,032	1,825	321	24,178	1,412† e	25,590†
	June	12,831	9,178	22,008	1,825	323	24,156	1,587†	25,743†
	Sep	12,678	9,048	21,726	1,825	332	23,883	1,950†	25,833†
	Dec	12,399	8,944	21,343	1,825	334	23,502	2,151†	25,653†
1981	Mar	12,126	8,722	20,848	1,825	334	23,007	2,385†	25,392†
Adjusted for seasonal variation									
1977	Mar	13,087	9,016	22,103	1,825	330	24,258		25,598
	June	13,079	9,035	22,114	1,825	327	24,266		25,687
	Sep	13,074	9,054	22,128	1,825	328	24,281		25,755
	Dec	13,068	9,066	22,134	1,825	324	24,283		25,727
1978	Mar	13,093	9,115	22,208	1,825	321	24,354		25,768
	June	13,094	9,142	22,236	1,825	318	24,379		25,786
	Sep	13,094	9,185	22,279	1,825	320	24,424		25,799
	Dec	13,128	9,250	22,378	1,825	317	24,520		25,851
1979	Mar	13,102	9,255	22,357	1,825	315	24,497		25,855
	June	13,086	9,297	22,383	1,825	314	24,522		25,828
	Sep	13,083	9,301	22,384	1,825	319	24,528		25,783
	Dec	13,024	9,292	22,316	1,825	319	24,460		25,761†
1980	Mar	12,933	9,237	22,170	1,825	321	24,316		25,726†
	June	12,823	9,160	21,983	1,825	323	24,131		25,723†
	Sep	12,625	9,046	21,671	1,825	332	23,828		25,687†
	Dec	12,392	8,894	21,286	1,825	334	23,445		25,605†
1981	Mar	12,194	8,791	20,985	1,825	334	23,144		25,527†

Note: Figures for September 1978 and later may be subject to future revision.  
\* Estimates are assumed unchanged from the June 1975 level until later data become available.  
† The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)



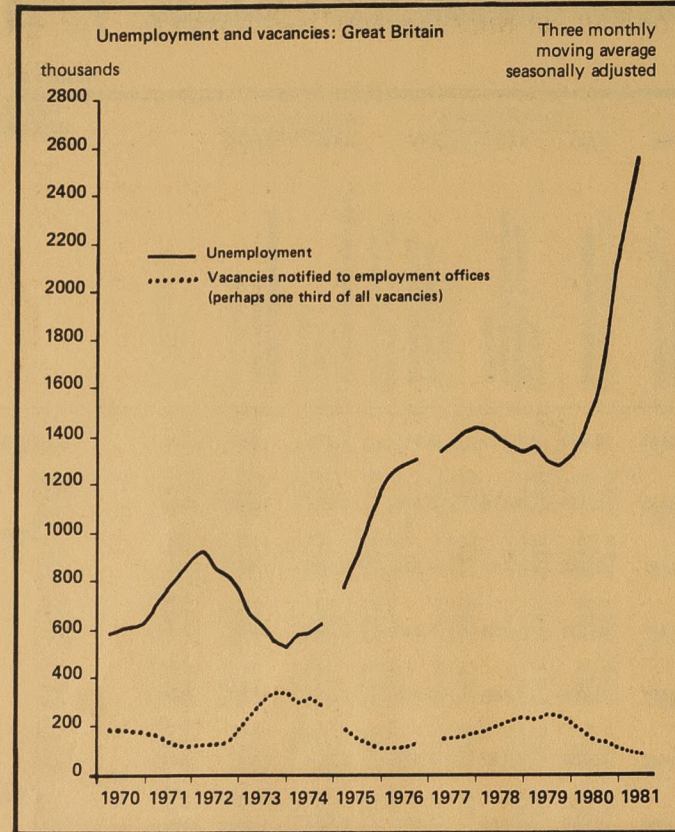
# 1.2 EMPLOYMENT Employees in employment: industry

# EMPLOYMENT 1.2 Employees in employment: industry

GREAT BRITAIN		Index of Production Industries* II-XXI			Manufacturing Industries III-XIX			I	II	III	IV	V	VI	VII	VIII	IX	X	XI	THOUSAND														GREAT BRITAIN							
		All industries and services†	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII					
																				Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†					
1976	Sep	22,106	9,106	9,076	88.5	7,158	7,134	87.1	389	345	701	37	427	477	923	148	737	176	741	526	481	40	365	260	260	535	326	1,260	342	1,449	2,680	1,110	3,511	2,273	1,588	Sep	1976			
	Oct		9,128	9,090	88.7	7,179	7,148	87.3												528	481	40	368	261	263	534	329	1,261	342											
	Nov		9,131	9,090	88.7	7,186	7,148	87.3												528	483	40	368	261	263	534	328	1,259	341											
	Dec	22,146	9,120	9,087	88.6	7,180	7,148	87.3	376	344	699	37	429	481	919	148	746	175	744	529	484	40	368	259	262	533	327	1,255	341	1,443	2,733	1,119	3,570	2,215	1,572	Jan	1977			
1977	Jan		9,069	9,086	88.6	7,139	7,151	87.3												526	481	40	365	258	259	530	324	1,245	340											
	Feb		9,054	9,082	88.6	7,143	7,163	87.4												527	480	41	367	257	258	530	325	1,226	340											
	Mar	21,968	9,049	9,086	88.6	7,140	7,166	87.5	358	346	682	37	431	481	916	148	744	173	743	530	480	41	367	256	257	529	325	1,225	339	1,441	2,674	1,117	3,572	2,196	1,561	Jan	1977			
	Apr		9,053	9,096	88.7	7,139	7,172	87.5												529	480	40	371	256	255	529	325	1,229	339											
	May		9,052	9,088	88.7	7,139	7,172	87.6												532	479	41	369	257	254	529	325	1,228	338											
	June	22,126	9,067	9,088	88.7	7,150	7,174	87.6	378	348	689	36	433	483	915	148	745	173	739	532	480	40	370	258	253	531	324	1,232	337	1,447	2,700	1,128	3,546	2,294	1,564	Apr	1977			
	July		9,105	9,084	88.6	7,185	7,174	87.6												536	479	40	368	261	252	534	325	1,228	338											
	Aug		9,099	9,071	88.5	7,186	7,167	87.5												535	477	39	366	261	252	534	325	1,228	338											
	Sep	22,188	9,094	9,065	88.4	7,189	7,164	87.5	388	345	694	38	438	484	927	150	749	175	747	539	474	39	366	260	253	533	324	1,223	337	1,455	2,706	1,159	3,506	2,317	1,564	Jul	1977			
	Oct		9,092	9,057	88.4	7,190	7,160	87.4												538	471	39	367	260	253	531	325	1,219	336											
	Nov		9,088	9,052	88.3	7,188	7,155	87.3												540	470	40	365	260	253	533	323	1,219	333	1,449	2,756	1,169	3,574	2,252	1,547	Oct	1977			
	Dec	22,196	9,083	9,055	88.3	7,186	7,157	87.4	367	346	688	38	438	479	929	150	753	174	752	541	470	40	365	260	253	533	323	1,219	333											
1978	Jan		9,044	9,060	88.4	7,143	7,157	87.4												538	465	39	362	259	252	530	319	1,221	337											
	Feb		9,041	9,069	88.5	7,143	7,163	87.4												540	464	39	363	259	252	532	319	1,218	334											
	Mar	22,069	9,030	9,065	88.4	7,135	7,159	87.4	356	349	675	39	437	471	927	149	751	173	749	539	463	39	362	258	251	533	319	1,216	330	1,442	2,690	1,174	3,591	2,243	1,544	Jan	1978			
	Apr		9,017	9,058	88.4	7,119	7,151	87.3												538	459	39	361	258	251	533	320	1,217	336											
	May		9,011	9,045	88.2	7,109	7,141	87.2												539	458	39	360	259	250	532	319	1,221	333											
	June	22,253	9,023	9,041	88.2	7,117	7,138	87.1	373	351	682	40	438	458	923	149	749	173	744	539	459	38	360	259	251	534	321	1,225	330	1,462	2,724	1,182	3,577	2,360	1,553	Apr	1978			
	July		9,058	9,032	88.1	7,144	7,130	87.0												542	460	38	362	261	253	536	324	1,231	334											
	Aug		9,053	9,025	88.0	7,140	7,121	86.9												540	458	38	360	261	251	538	324	1,233	335											
	Sep	22,336	9,053	9,023	88.0	7,140	7,116	86.9	389	344	686	40	443	457	928	150	754	173	746	540	456	38	358	260	251	539	323	1,234	335	1,472	2,738	1,201	3,551	2,372	1,561	Jul	1978			
	Oct		9,049	9,018	88.0	7,133	7,106	86.7												539	455	38	358	260	253	539	324	1,236	337											
	Nov		9,049	9,018	88.0	7,132	7,104	86.7												539	455	38	359	260	255	539	323	1,237	337											
	Dec	22,439	9,038	9,012	87.9	7,122	7,095	86.6	371	343	682	40	442	453	923	150	753	172	743	538	454	38	358	260	255	539	322	1,239	336	1,465	2,833	1,208	3,623	2,346	1,554	Oct	1978			
1979	Jan		8,995	9,012	87.9	7,075	7,090	86.5												534	451	38	359	259	252	538	318	1,240	338											
	Feb		8,973	9,001	87.8	7,058	7,078	86.4												533	452	38	360	257	253	538	318	1,236	337											
	Mar	22,219	8,958	8,991	87.7	7,048	7,071	86.3	353	343	664	40	439	448	913	150	748	168	738	531	451	38	359	257	253	535	318	1,231	336	1,460	2,739	1,209	3,629	2,317	1,554	Jan	1979			
	Apr		8,941	8,982	87.6	7,034	7,065	86.2												529	448	37	360	257	252	535	316	1,240	337											
	May		8,951	8,984	87.6	7,032	7,061	86.2												528	448	37	363	257	253	536	316	1,254	336											
	June	22,406	8,969	8,985	87.7	7,036	7,055	86.1	358	344	675	39	440	443	904	149	742	165	739	528	448	37	363	257	253	536	316	1,254	336	1,473	2,769	1,214	3,622	2,434	1,566	Apr	1979			
	July		9,016	8,988	87.7	7,067	7,050	86.1												530	449	37	365	258	255	539	319	1,267	339											
	Aug		9,004	8,977	87.6	7,040	7,040	85.9												529	445	37	363	258	254	539	319	1,265	339											
	Sep	22,440	8,983	8,953	87.3	7,040	7,016	85.6	383	342	683	40	442	441	902	149	743	164	743	527																				



Chart 6



Continued from page S4

lost which is generally the most reliable indicator of the extent of industrial stoppages.

Over half the days lost in July were accounted for by the civil service pay dispute. The figures for July exclude nearly 90,000 days lost by workers in the British Gas Corporation who stopped work on July 13 in protest against Government proposals to sell gas showrooms; this strike was not connected with terms and conditions of employment as defined in the coverage of the department's statistics.

**Employment**

The levelling out of manufacturing output after its previous steep decline is now being matched on the employment side by a reduction in short-time working. This fell again in June to less than half the level at the beginning of the year, though it remains substantial. Overtime continues low but may just be edging upwards. However the fall in employment in manufacturing continues strongly, with little sign of further slowing down following the improvement at the beginning of the year.

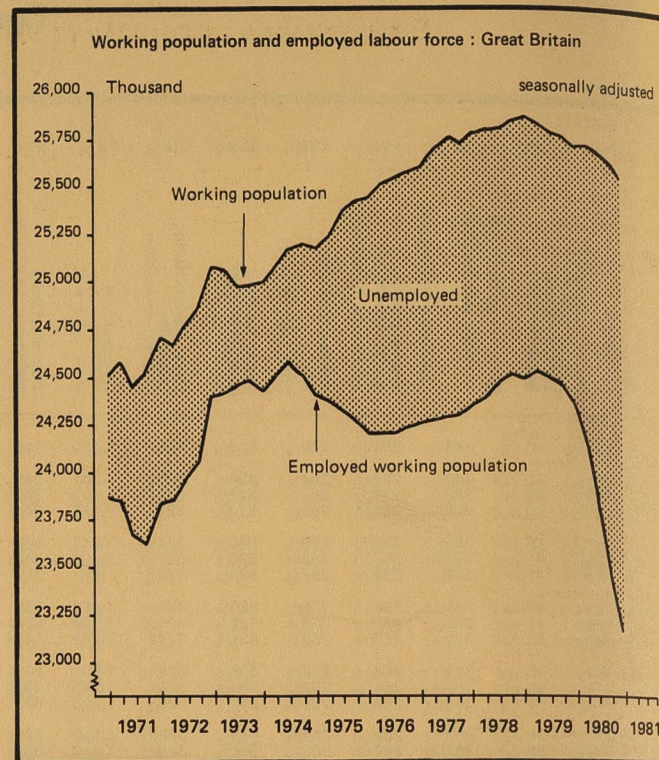
Manufacturing employment in Great Britain fell by 52,000 (seasonally adjusted) in June, similar to the decline in each of the pre-

vious five months. Although this is well below the average fall of 77,000 a month during the second half of last year, the rate of decline remains substantial and apparently is not slowing any further. The number of employees in manufacturing, now under 6 million, is 1.1 million (or 16 per cent) below its level two years earlier when the present downturn began.

All manufacturing industries have shared in this decline. In the two years to June 1981, the biggest relative declines occurred in metal manufacture (26 per cent—117,000 employees) and in textiles (23 per cent—105,000 employees). The smallest falls were in food, drink and tobacco (9 per cent—62,000 employees), and paper, printing and publishing (9 per cent—48,000 employees). Among other production industries, employment in construction fell 12 per cent (153,000 employees) but there was relatively little change in mining and quarrying, and gas, electricity and water.

Short-time working among operatives in manufacturing industries fell further in June, and at 3.6 million hours a week was less than half its level at the beginning of the year. In 1979, however, before the recession began, it averaged much less than a million hours a week. Overtime working, at 9.1 million hours

Chart 7

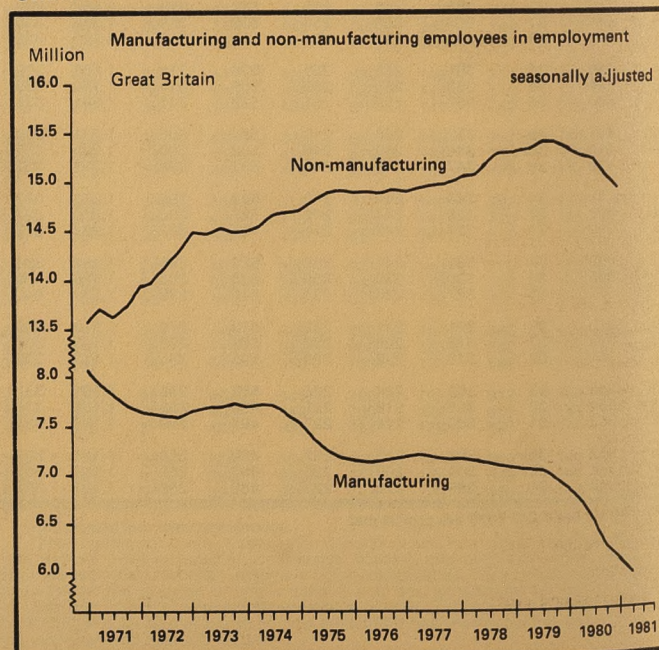


a week (seasonally adjusted) in June, was slightly above the range of 8.1 to 8.9 million hours over the previous seven months, but compares with a figure of 15 million hours a week at the end of 1979.

The low levels of demand for labour in manufacturing industries are also reflected in the labour turnover figures. Although the rate of engagements improved slightly to just over one per hundred employees in the

four weeks ended June 13 from about three-quarters of 1 per cent in December and March, it is still much lower than past figures. It compares with rates of between roughly 1½ and 2½ per cent in the latter part of the 1970s and of between 2½ and 3 per cent in the 1950s and 1960s. The leaving rate (which includes both voluntary and involuntary terminations), at about 1½ per hundred employees in June, was similar to the level in December and March.

Chart 8



**Employees in employment: index of production industries**

GREAT BRITAIN SIC 1968	Order or MLH of SIC	June 1980			April 1981   R			May 1981   R			June 1981		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Index of Production Industries</b>	II-XXI	6,460.2	2,126.9	8,587.1	5,902.7	1,887.8	7,790.6	5,860.7	1,877.6	7,738.3	5,827.7	1,860.9	7,688.6
<b>All manufacturing industries</b>	III-XIX	4,743.6	1,935.4	6,678.9	4,313.0	1,697.2	6,010.3	4,279.8	1,687.2	5,967.0	4,255.1	1,670.6	5,925.7
<b>Mining and quarrying</b>	101	275.5	10.8	286.3	266.3	10.8	277.1	265.1	10.8	275.9	264.4	10.8	275.2
<b>Food, drink and tobacco</b>	III	395.5	264.0	659.5	376.9	242.1	619.0	373.7	241.5	615.2	372.4	240.3	612.7
Bread and flour confectionery	212	56.1	33.0	89.1	54.1	30.8	84.9	53.8	30.1	83.9	54.3	30.6	85.0
Biscuits	213	15.7	26.5	42.1	14.8	24.6	39.4	14.9	24.7	39.6	14.9	24.9	39.8
Bacon curing, meat and fish products	214	53.0	51.2	104.2	51.2	47.2	98.4	51.0	46.9	97.9	51.9	47.9	99.8
Milk and milk products	215	37.7	13.5	51.2	35.4	12.2	47.6	35.5	12.4	47.9	35.6	12.4	48.0
Cocoa, chocolate and sugar confectionery	217	32.1	36.5	68.6	30.7	33.0	63.7	31.1	33.7	64.8	30.7	32.8	63.5
Fruit and vegetable products	218	26.1	27.5	53.6	25.3	25.5	50.8	25.0	26.0	50.9	19.1	11.9	31.0
Food industries n.e.s.	229	20.1	13.5	33.6	19.1	12.0	31.1	19.0	12.0	30.9	19.1	10.5	29.6
Brewing and malting	231	52.1	11.7	63.7	50.1	11.3	61.4	48.6	10.8	59.4	47.1	10.5	57.7
Other drinks industries	239	21.2	13.5	34.7	20.3	12.4	32.7	20.1	12.1	32.2	20.0	11.9	31.9
<b>Coal and petroleum products</b>	IV	34.3	4.5	38.8	33.2	4.3	37.5	33.0	4.3	37.3	32.7	4.2	36.9
<b>Chemicals and allied industries</b>	V	308.0	120.9	428.8	289.9	108.8	398.7	287.9	108.5	396.4	285.0	108.0	393.0
General chemicals	271	118.4	23.8	142.2	112.3	22.2	134.6	111.5	22.1	133.6	109.5	21.4	130.9
Pharmaceutical chemicals and preparations	272	39.9	30.8	70.7	39.5	29.4	68.8	39.2	29.3	68.5	39.3	29.5	68.8
Synthetic resins and plastics materials and synthetic rubber	276	42.7	8.9	51.6	38.7	7.6	46.3	38.8	7.6	46.5	38.2	7.8	46.0
Other chemical industries	279	40.0	24.4	64.4	38.4	22.5	60.9	38.0	22.1	60.1	37.9	22.0	59.9
<b>Metal manufacture</b>	VI	354.5	46.6	401.0	294.1	36.6	330.8	291.8	36.3	328.2	290.2	35.6	325.9
Iron and steel (general)	311	165.1	15.0	180.1	131.2	10.6	141.8	128.2	10.6	138.7	127.8	10.0	137.8
Steel tubes	312	33.8	5.7	39.5	26.5	3.9	30.4	27.6	4.1	31.6	27.3	4.1	31.4
Iron castings etc	313	61.8	7.4	69.2	54.4	6.5	60.9	54.1	6.5	60.6	53.0	6.3	59.3
Aluminium and aluminium alloys	321	41.8	7.1	48.9	36.6	6.2	42.8	35.9	5.9	41.9	36.7	6.0	42.8
Copper, brass and other copper alloys	322	33.8	7.3	41.1	29.7	6.2	35.9	30.2	6.0	36.2	29.8	6.0	35.7
<b>Mechanical engineering</b>	VII	723.1	133.9	857.0	641.5	114.2	755.8	637.8	113.2	751.0	630.2	112.1	742.3
Metal-working machine tools	332	52.5	8.7	61.2	45.5	7.1	52.5	45.0	6.9	51.9	45.0	7.0	52.0
Pumps, valves and compressors	333	68.6	14.5	83.1	61.5	12.4	73.8	60.9	12.0	72.9	60.2	11.9	72.1
Construction and earth-moving equipment	336	35.0	4.0	39.1	30.7	3.4	34.1	31.3	3.6	34.9	29.6	3.3	32.9
Mechanical handling equipment	337	49.8	8.0	57.8	43.9	6.8	50.7	43.3	6.7	50.0	43.6	6.8	50.4
Other machinery	339	165.9	33.2	199.2	148.1	29.2	177.3	146.1	28.8	175.0	145.7	29.0	174.7
Industrial (including process) plant and steelwork	341	120.7	14.3	135.0	108.4	12.9	121.3	108.5	12.9	121.3	107.0	12.8	119.8
Other mechanical engineering n.e.s.	349	134.6	29.9	164.4	117.5	24.5	142.0	117.6	24.6	142.1	115.6	24.0	139.6
<b>Instrument engineering</b>	VIII	89.6	51.1	140.7	81.3	43.0	124.3	81.0	42.4	123.4	81.1	41.9	123.0
Scientific and industrial instruments and systems	354	62.1	32.2	94.3	57.9	27.6	85.5	57.5	26.7	84.2	57.1	26.4	83.4
<b>Electrical engineering</b>	IX	462.7	256.0	718.7	434.5	219.1	653.6	431.4	217.5	649.0	432.3	216.5	648.8
Electrical machinery	361	35.3	30.6	65.9	47.2	26.3	73.5	47.1	25.9	72.9	47.0	25.8	72.7
Insulated wires and cables	362	29.8	10.5	40.3	27.1	9.0	36.2	27.2	9.0	36.2	27.4	9.0	36.3
Telegraph and telephone apparatus and equipment	363	42.3	25.6	67.9	42.6	23.7	66.2	41.9	22.9	64.8	41.6	23.3	64.9
Radio and electronic components	364	62.3	58.3	120.6	57.9	47.4	105.3	57.8	48.0	105.9	57.4	48.8	104.2
Broadcast receiving and sound reproducing equipment	365	22.0	21.1	43.1	20.2	18.1	38.2	20.5	18.2	38.7	21.0	18.8	39.2
Electronic computers	366	33.8	10.5	44.3	32.6	10.0	42.6	31.7	9.5	41.2	32.1	9.7	41.8
Radio, radar and electronic capital goods	367	74.1	27.2	101.4	75.0	26.1	101.2	74.2	25.9	100.1	75.1	25.8	100.8
Electric appliances primarily for domestic use	368	38.0	20.9	58.9	33.5	16.2	49.7	33.6	16.9	50.4	33.7	17.1	50.8
Other electrical goods	369	65.1	51.3	116.4	58.3	42.3	100.6	57.4	41.4	98.8	57.4	40.8	98.3
<b>Shipbuilding and marine engineering</b>	X	137.1	11.7	148.8	130.2	11.3	141.5	128.0	11.0	139.0	126.3	10.6	136.9
<b>Vehicles</b>	XI	626.0	85.0	711.0	563.9	74.0	637.9	559.0	72.4	631.4	553.9	71.7	625.6
Motor vehicle manufacturing	381	374.0	50.0	424.0	316.1	40.5	356.6	312.4	39.3	351.7	308.9	38.8	347.7
Aerospace equipment manufacturing and repairing	383	170.2	27.8	198.0	171.4	27.2	198.6	170.9	27.0	197.8	169.9	26.8	196.7
<b>Metal goods not elsewhere specified</b>	XII	372.2	133.3	505.4	324.0	111.0	434.9	321.2	110.1	431.3	317.4	108.9	426.2
Engineers' small tools and gauges	390	49.4	12.3	61.7	45.2	10.7	55.9	45.1	10.5	55.5	43.3	10.3	53.6
Metal industries n.e.s.	399	227.2	78.5	305.7	196.7	66.1	262.8	195.1	65.1	260.2	193.6	65.1	258.7
<b>Textiles</b>	XIII	214.2	184.6	398.9	190.2	161.4	351.5	187.9	160.6	348.5	185.9	157.5	343.4
Spinning and doubling on the cotton and flax systems	412	20.3	16.5	36.9	18.0	14.3	32.3	16.6	13.5	30.2	16.2	12.7	28.9
Woolen and worsted	414	36.6	29.6	66.2	32.5	24.7	57.2	32.2	24.2	56.5	32.6	23.5	56.0
Hosiery and other knitted goods	417	33.1	69.2	102.3	30.3	63.8	94.1	31.0	64.3	95.3	30.3	63.6	94.0
Textile finishing	423	28.0	14.2	42.2	25.9	12.3	38.2	25.5	12.1	37.6	25.4	12.0	37.3
<b>Leather, leather goods and fur</b>	XIV	18.5	15.7	34.2	17.5	13.5	31.0	17.2	15.0	32.2	17.1	14.1	31.1
<b>Clothing and footwear</b>	XV	79.9	257.2	337.1	73.9	229.0	302.9	74.7	229.1	303.8	73.9	224.9	298.8
Men's and boys' tailored outerwear	442	12.9	47.0	59.9	10.8	41.9	52.7	11.5	41.0	52.5	11.4	39.4	50.8
Women's and girls' tailored outerwear	443	9.2	26.5	35.7	8.2	22.9	31.1	8.4	23.5	31.8	8.4	23.7	32.1
Overalls and men's shirts, underwear, etc	444	6.1	29.9	36.1	5.5	26.9	31.8	5.5	26.6	32.1	4.9	25.9	30.8
Dresses, lingerie, infants' wear, etc	445	13.0	74.9	87.9	13.3	67.1	80.4	13.1	66.6	79.7	13.2	64.2	77.5
Footwear	450	28.8	37.9	66.7	26.7	33.5	60.3	26.9	34.0	60.9	26.7	34.2	60.9
<b>Bricks, pottery, glass, cement, etc</b>	XVI	190.2	52.8	243.0	168.5	44.6	213.1	166.1	43.0	209.2	167.8	43.7	211.6
Bricks, fireclay and refractory goods	461	33.0	4.2	37.2	29.6	3.5	33.0	29.8	3.4	33.2	29.2	3.3	32.5
Pottery	462	26.4	22.8	49.1	24.3	19.9	44.2	23.9	19.3	43.2	24.0	19.4	43.3
Glass	463	51.1	14.1	65.2	43.0	10.8	53.7	41.0	9.9	50.9	42.3	10.7	53.0
Abrasives and building materials etc n.e.s.	469	67.1	10.2	77.4	59.7	9.1							



# 1.6 EMPLOYMENT

## Labour turnover: manufacturing industries: March and June 1981

PER CENT

GREAT BRITAIN	Order or MLH of SIC	March 1981			June 1981		
		Engagement rate		Leaving rate	Engagement rate		Leaving rate
		Male	Female	All	Male	Female	All
<b>SIC 1968</b>							
Food, drink and tobacco	111	1.0	1.6	1.2	1.4	2.7	1.9
Bread and flour confectionery	212	2.2	2.5	2.3	2.7	3.9	3.1
Biscuits	213	0.5	2.3	1.6	0.9	3.0	2.2
Bacon curing, meat and fish products	214	1.4	1.8	1.6	2.4	4.2	3.2
Milk and milk products	215	1.3	3.2	1.8	1.3	1.7	1.4
Cocoa, chocolate and sugar confectionery	217	0.5	0.9	0.7	0.8	1.8	1.3
Fruit and vegetable products	218	0.8	1.5	1.1	1.7	4.2	3.0
Food industries not elsewhere specified	229	0.9	1.4	1.1	1.3	1.1	1.2
Brewing and malting	231	0.3	0.8	0.4	0.4	0.5	0.4
Other drink industries	239	0.3	0.5	0.4	0.6	0.7	0.6
<b>Coal and petroleum products</b>	<b>IV</b>	<b>0.3</b>	<b>0.4</b>	<b>0.3</b>	<b>0.4</b>	<b>0.7</b>	<b>0.4</b>
<b>Chemical and allied industries</b>	<b>V</b>	<b>0.5</b>	<b>1.1</b>	<b>0.6</b>	<b>0.5</b>	<b>1.5</b>	<b>0.8</b>
General chemicals	271	0.3	0.7	0.3	0.3	1.0	0.4
Pharmaceutical chemicals and preparation	272	0.9	1.0	0.9	0.7	1.3	1.0
Synthetic resins and plastics materials and synthetic rubber	276	0.3	0.5	0.3	0.3	0.8	0.4
Other chemical industries	279	0.6	1.1	0.8	0.5	1.2	0.8
<b>Metal manufacture</b>	<b>VI</b>	<b>0.3</b>	<b>0.6</b>	<b>0.4</b>	<b>0.4</b>	<b>0.7</b>	<b>0.5</b>
Iron and steel (general)	311	0.1	0.4	0.1	0.3	0.5	0.3
Steel tubes	312	0.5	0.5	0.5	0.8	1.4	0.8
Iron castings, etc	313	0.5	0.2	0.5	0.6	0.6	0.6
Aluminium and aluminium alloys	321	0.7	1.1	0.8	0.5	0.7	0.6
Copper, brass and other copper alloys	322	0.6	0.8	0.6	0.3	0.2	0.3
<b>Mechanical engineering</b>	<b>VII</b>	<b>0.6</b>	<b>0.9</b>	<b>0.7</b>	<b>0.7</b>	<b>1.3</b>	<b>0.8</b>
Metal-working machine tools	332	0.6	1.2	0.6	0.3	0.8	0.4
Pumps, valves and compressors	333	0.4	0.7	0.5	0.4	1.1	0.5
Construction and earthmoving equipment	336	0.4	0.4	0.4	0.2	0.6	0.3
Mechanical handling equipment	337	0.4	1.1	0.5	0.9	4.0	1.3
Other machinery	339	0.4	0.9	0.5	0.9	1.4	1.0
Industrial (including process) plant and steel work	341	1.3	0.8	1.2	1.1	1.8	1.2
Other mechanical engineering n.e.s.	349	0.7	1.1	0.8	0.8	0.9	0.8
<b>Instrument engineering</b>	<b>VIII</b>	<b>0.8</b>	<b>1.1</b>	<b>0.9</b>	<b>0.7</b>	<b>1.0</b>	<b>0.8</b>
Scientific and industrial instruments and systems	354	0.7	0.7	0.7	0.8	1.1	0.9
<b>Electrical engineering</b>	<b>IX</b>	<b>0.5</b>	<b>0.9</b>	<b>0.6</b>	<b>0.6</b>	<b>0.8</b>	<b>0.6</b>
Electrical machinery	361	0.4	0.8	0.5	0.5	0.6	0.6
Insulated wires and cables	362	0.4	1.1	0.5	0.2	0.4	0.3
Telegraph and telephone apparatus and equipment	363	0.5	0.8	0.6	0.4	0.5	0.4
Radio and electronic components	364	0.5	0.8	0.7	0.8	1.0	0.9
Broadcast receiving and sound reproducing equipment	365	0.6	1.4	1.0	0.6	0.6	0.6
Electronic computers	366	1.2	1.7	1.3	0.6	0.8	0.6
Radio, radar and electronic capital goods	367	0.5	1.2	0.7	0.6	0.9	0.7
Electric appliances primarily for domestic use	368	0.4	0.6	0.4	1.0	1.5	1.2
Other electrical goods	369	0.4	0.8	0.6	0.5	0.4	0.4
<b>Shipbuilding and marine engineering</b>	<b>X</b>	<b>0.8</b>	<b>0.7</b>	<b>0.8</b>	<b>0.9</b>	<b>1.4</b>	<b>0.9</b>
<b>Vehicles</b>	<b>XI</b>	<b>0.3</b>	<b>0.7</b>	<b>0.3</b>	<b>0.3</b>	<b>0.7</b>	<b>0.3</b>
Motor vehicle manufacturing	381	0.2	0.9	0.3	0.2	0.8	0.3
Aerospace equipment manufacturing and repairing	383	0.3	0.5	0.3	0.3	0.6	0.4
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	<b>0.9</b>	<b>1.2</b>	<b>0.9</b>	<b>1.1</b>	<b>1.7</b>	<b>1.2</b>
Engineers' small tools and gauges	390	0.6	0.2	0.5	0.6	1.7	0.8
Metal industries not elsewhere specified	399	1.1	1.5	1.2	1.3	1.7	1.4
<b>Textiles</b>	<b>XIII</b>	<b>1.0</b>	<b>1.4</b>	<b>1.2</b>	<b>1.4</b>	<b>2.2</b>	<b>1.7</b>
Spinning and doubling on the cotton and flax systems	412	1.1	1.0	1.0	1.3	1.4	1.3
Woollen and worsted	414	1.4	1.2	1.3	2.1	1.9	2.0
Hosiery and other knitted goods	417	0.9	1.6	1.4	1.4	2.8	2.3
Textile finishing	423	1.5	0.7	1.2	1.9	1.8	1.9
<b>Leather, leather goods and fur</b>	<b>XIV</b>	<b>0.9</b>	<b>0.7</b>	<b>0.8</b>	<b>2.0</b>	<b>1.4</b>	<b>1.7</b>
<b>Clothing and footwear</b>	<b>XV</b>	<b>1.2</b>	<b>1.5</b>	<b>1.4</b>	<b>1.5</b>	<b>1.9</b>	<b>1.8</b>
Men's and boys' tailored outerwear	442	0.9	1.7	1.6	1.0	1.7	1.6
Women's and girls' tailored outerwear	443	2.2	1.3	1.5	2.0	2.3	2.2
Overalls and men's shirts, underwear etc	444	0.5	1.9	1.6	1.0	1.5	1.4
Dresses, lingerie, infants' wear etc	445	2.0	1.2	1.3	2.9	2.0	2.1
Footwear	450	0.6	1.3	1.0	0.9	2.2	1.6
<b>Bricks, pottery, glass, cement, etc</b>	<b>XVI</b>	<b>0.6</b>	<b>1.1</b>	<b>0.7</b>	<b>1.1</b>	<b>1.2</b>	<b>1.1</b>
Bricks, fireclay and refractory goods	461	0.6	1.0	0.6	1.5	1.8	1.5
Pottery	462	0.6	0.9	0.7	0.7	0.7	0.7
Glass	463	0.6	0.9	0.6	0.6	1.3	0.8
Abrasives and building materials etc not elsewhere specified	469	0.8	1.8	0.9	1.4	2.1	1.5
<b>Timber, furniture, etc</b>	<b>XVII</b>	<b>1.2</b>	<b>1.4</b>	<b>1.2</b>	<b>1.9</b>	<b>1.6</b>	<b>1.8</b>
Timber	471	1.0	1.1	1.0	2.5	2.0	2.4
Furniture and upholstery	472	1.1	1.4	1.2	1.4	1.1	1.3
<b>Paper, printing and publishing</b>	<b>XVIII</b>	<b>0.5</b>	<b>1.0</b>	<b>0.7</b>	<b>0.6</b>	<b>1.5</b>	<b>0.9</b>
Paper and board	481	0.5	1.2	0.6	0.6	1.1	0.7
Packaging, products of paper, board and associated materials	482	0.4	1.2	0.7	0.5	2.6	1.2
Printing and publishing of newspapers	485	0.4	1.3	0.6	0.5	1.7	0.8
Printing, publishing of periodicals	486	0.4	1.3	0.7	0.6	1.2	0.8
Other printing publishing bookbinding engraving etc	489	0.5	0.8	0.6	0.7	1.4	0.9
<b>Other manufacturing industries</b>	<b>XIX</b>	<b>1.1</b>	<b>1.5</b>	<b>1.3</b>	<b>1.2</b>	<b>2.8</b>	<b>1.8</b>
Rubber	491	0.4	1.0	0.6	0.5	1.1	0.7
Plastics products not elsewhere specified	496	1.2	1.8	1.4	1.5	2.7	1.9
<b>All manufacturing industries</b>		<b>0.6</b>	<b>1.2</b>	<b>0.8</b>	<b>0.8</b>	<b>1.7</b>	<b>1.1</b>

Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses), respectively, in the four-week periods ended March 14 and June 13 1981 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the ends of the periods, the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart on the opposite page which is constructed from four-quarter moving averages of engagement and leaving rates.

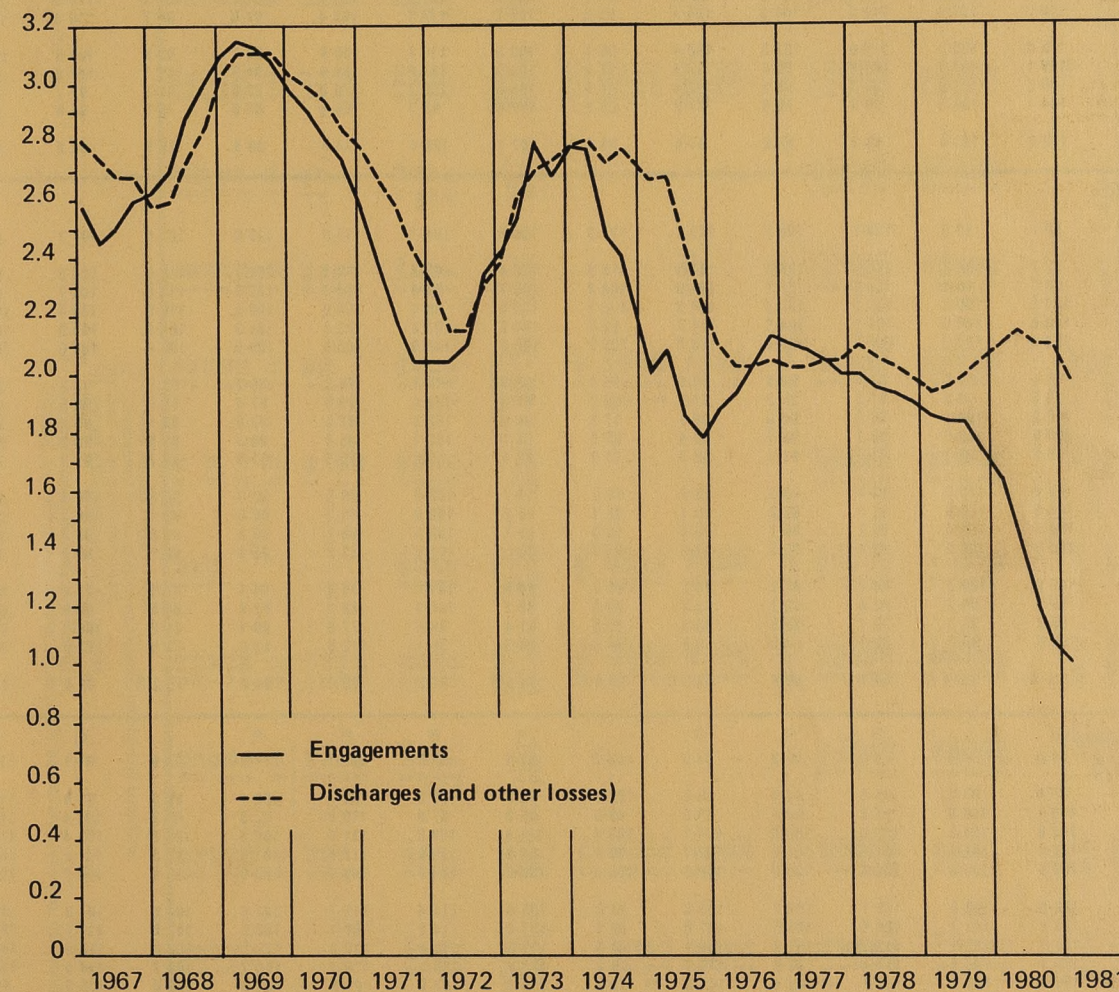
# EMPLOYMENT 1.6

## Labour turnover: manufacturing industries: March and June 1981

Four quarter moving average of total engagement rates and leaving rates: manufacturing industries in Great Britain

Year	Reference month*	Engagement rate	Leaving rate
1980	Feb	1.63	2.10
	May	1.43	2.15
	Aug	1.20	2.10
	Nov	1.05	2.10
1981	Feb	0.95	1.95

\* On which the moving average is centred.



Following the reduction at the beginning of the year in the size of the sample of establishments in manufacturing industries required to complete monthly employment returns (see page 141 of the March 1981 issue of *Employment Gazette*), some difficulties have occurred with the replies to the questions which are used to produce the quarterly analyses of labour turnover. As a result, at least for the time being, it will not be possible to publish an industrial analysis of leaving rates and engagement rates will be given only for the larger manufacturing industries which appear in the table opposite.



# 1.8 EMPLOYMENT

## Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*										
<b>Output ‡ R</b>			R	R	R		R	R	R	R	R	R	R	R
1970	93.8	93.8	99.9	99.8	98.4	118.1	94.3	90.3	127.2	96.7	101.5	97.0	111.0	83.5
1971	95.2	95.1	99.6	99.5	97.3	116.1	95.1	92.3	114.8	94.2	103.9	98.0	112.9	86.7
1972	98.1	98.0	101.6	101.4	99.7	95.4	98.9	96.7	114.2	94.7	105.1	104.1	115.0	93.0
1973	103.8	103.7	109.7	109.5	108.8	106.3	103.9	108.0	126.1	103.6	111.7	115.7	117.8	98.6
1974	102.0	102.0	105.7	105.7	107.5	90.0	103.0	112.3	114.9	105.6	104.6	110.4	105.6	98.5
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	101.9	101.3	102.4	101.1	102.0	93.3	103.0	112.2	106.3	98.0	100.9	104.3	98.6	102.3
1977	104.5	102.9	106.5	102.5	103.9	91.1	104.6	115.0	104.3	100.3	102.7	106.3	98.2	106.4
1978	108.0	105.6	110.2	104.4	104.4	91.7	107.1	115.8	102.4	99.9	101.8	109.0	104.9	109.7
1979	110.4	107.0	112.8	104.4	104.6	92.2	108.0	118.5	105.0	98.9	100.4	110.1	101.3	116.1
1980	107.1	103.7	104.9	96.4	94.8	92.8	107.2	106.6	72.5	92.7	83.3	99.7	95.9	113.0
1979 Q1	108.3	105.2	110.5	102.7	103.0	89.5	106.1	112.0	100.5	99.8	100.4	105.7	97.1	119.9
Q2	112.2	108.8	115.2	106.7	107.5	91.4	108.5	120.7	112.6	102.1	103.7	112.0	102.7	116.9
Q3	110.2	106.6	112.8	104.0	103.6	94.2	109.9	121.6	103.5	94.7	100.9	112.0	103.0	115.1
Q4	110.8	107.4	112.6	104.3	104.4	93.8	107.7	119.7	103.4	99.0	96.7	110.8	102.5	112.3
1980 Q1	109.8	106.3	110.0	101.3	100.4	95.1	109.5	118.7	55.9	99.2	91.5	108.5	101.0	113.1
Q2	108.1	104.7	106.8	98.4	97.4	92.3	106.0	107.2	91.6	94.9	85.1	101.2	97.5	112.2
Q3	106.2	102.9	103.3	95.1	93.4	91.8	105.6	100.7	75.8	92.3	80.8	97.7	94.7	112.9
Q4	104.4	100.8	99.5	90.6	87.9	92.2	107.6	99.7	66.8	84.6	75.6	91.6	90.3	113.6
1981 Q1	103.8	100.0	98.3	88.9	87.0	90.4 R	107.1	102.6	74.9	80.5	76.8	91.2	86.9	109.7
<b>Employed labour force</b>														
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.4	99.4	97.5	97.5	96.9	98.3	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8
1977	99.6	99.6	97.3	97.2	97.2	98.2	97.0	100.4	96.5	97.4	96.0	96.6	97.2	98.1
1978	100.2	100.1	96.9	96.8	96.7	97.3	96.0	102.0	92.5	97.8	93.1	96.6	97.2	96.8
1979	100.6	100.6	96.1	96.0	95.4	95.3	95.1	102.1	88.8	96.3	91.5	96.2	98.3	98.0
1980	98.6	98.6	91.5	91.4	89.8	94.9	92.4	99.0	79.5	91.0	82.7	91.0	96.4	98.0
1979 Q1	100.6	100.6	96.4	96.3	95.9	95.2	94.7	102.0	89.8	97.0	92.3	96.6	98.0	97.9
Q2	100.6	100.6	96.3	96.2	95.7	95.1	95.2	102.2	89.3	96.6	92.1	96.4	98.1	98.0
Q3	100.7	100.6	96.2	96.1	95.4	95.3	95.2	102.2	88.7	96.2	91.6	96.2	98.8	98.0
Q4	100.5	100.5	95.4	95.3	94.5	95.7	95.1	101.9	87.2	95.3	90.1	95.4	98.3	98.0
1980 Q1	100.0	100.0	94.2	94.1	93.2	95.3	94.6	101.4	85.4	94.1	87.5	94.1	97.4	98.0
Q2	99.3	99.3	92.8	92.7	91.4	94.9	93.2	100.1	82.2	92.6	84.5	92.6	97.1	98.1
Q3	98.2	98.2	90.7	90.6	88.8	95.0	91.4	98.4	77.8	90.1	81.2	90.1	96.3	98.0
Q4	96.8	96.7	88.1	88.0	85.8	94.3	90.2	96.1	72.5	87.0	77.6	87.3	94.7	97.9
1981 Q1	95.4 R	95.4	85.7	85.6	83.3 R	93.0 R	88.5 R	94.3	68.6	84.2	75.2 R	85.6	91.8 R	97.4 R
<b>Output per person employed</b>														
1970	94.5	94.4	91.9	91.8	88.6	100.2	87.1	86.9	107.1	87.9	83.5	90.1	115.8	75.9
1971	97.4	97.4	94.5	94.4	90.6	102.0	90.3	90.3	102.3	88.4	89.6	93.6	119.5	82.2
1972	100.1	100.0	98.6	98.4	95.8	88.0	95.3	97.3	110.0	92.6	93.2	100.4	116.9	92.7
1973	103.6	103.6	105.0	104.8	104.1	102.6	100.4	108.6	121.4	100.5	100.8	109.4	110.9	101.1
1974	101.4	101.4	101.6	101.6	102.7	90.4	98.5	110.9	112.4	101.3	97.0	104.6	102.0	100.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	102.6	102.0	105.1	103.7	105.3	94.9	105.4	114.4	111.7	101.4	104.9	107.2	99.1	102.5
1977	104.9	103.3	109.5	105.5	107.0	92.8	107.8	114.6	108.1	102.9	107.0	110.1	101.1	108.6
1978	107.9	105.5	113.7	107.9	108.1	94.3	111.6	113.6	110.8	102.2	109.3	112.9	108.0	113.3
1979	109.7	106.4	117.4	108.8	109.7	96.8	113.7	116.1	118.3	102.7	109.7	114.6	103.0	118.5
1980	108.7	105.2	114.7	105.4	105.5	97.9	116.1	107.6	91.6	101.9	100.6	109.5	99.5	115.3
1979 Q1	107.7	104.6	114.6	106.6	107.4	94.0	112.0	109.8	111.9	102.9	108.8	109.4	99.0	122.5
Q2	111.6	108.2	119.6	110.9	112.3	96.1	113.9	118.1	126.1	105.7	112.6	116.2	104.7	119.3
Q3	109.4	106.0	117.3	108.3	108.6	98.9	115.4	118.9	116.6	98.4	110.2	116.4	104.2	117.4
Q4	110.2	106.9	118.0	109.4	110.5	98.0	113.3	117.5	118.6	103.9	107.3	116.2	104.2	114.6
1980 Q1	109.8	106.3	116.8	107.7	107.7	99.8	115.8	117.0	65.4	105.4	104.6	115.3	103.7	115.5
Q2	108.9	105.4	115.1	106.1	106.6	97.2	113.7	107.1	111.5	102.5	100.7	109.3	100.4	114.4
Q3	108.1	104.7	113.9	105.0	105.2	96.7	115.5	102.3	97.4	102.4	99.5	108.4	98.4	115.2
Q4	107.9	104.3	113.0	102.9	102.5	97.7	119.2	103.8	92.1	97.2	97.5	105.0	95.3	116.0
1981 Q1	108.8 R	104.9	114.7	103.9	104.4	97.2 R	121.0	108.8	109.2	95.6	102.1	106.6	94.6	112.6

\* MLH 104 consists of the extraction of mineral oil and natural gas.

† Quarterly indices are seasonally adjusted.

‡ Gross domestic product for whole economy.



# 9 EMPLOYMENT

## Selected countries: national definitions

1

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9)	Sweden (2)	Switzerland	United States (2) (7)
Indices: 1975 = 100																	
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Years</b>																	
1970	99.1	91.8	101.0	97.8	85.3	99.3	98.2	105.5	99.0	98.1	97.5	100.7	..	98.0	94.9	103.5	92.7
1971	97.7	94.0	101.0	98.8	87.3	100.3	98.7	105.8	99.1	97.9	98.1	101.2	..	98.5	95.0	105.0	93.3
1972	97.7	95.5	101.7	98.6	89.9	101.0	99.2	105.4	98.6	96.3	98.1	100.3	96.6	98.8	95.1	105.7	96.4
1973	100.1	98.3	102.3	99.9	94.4	102.3	100.5	105.7	99.1	97.3	100.7	100.4	96.9	101.3	95.5	106.2	99.6
1974	100.5	100.4	102.3	101.4	98.3	101.0	101.2	103.6	100.0	99.4	100.3	100.5	97.2	101.8	97.5	105.6	101.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.3	101.3	100.1	99.2	102.1	102.6	100.7	99.0	100.5	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.6	102.3	101.5	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.2	106.9	98.0	100.9	96.9	106.8
1978	100.2	101.8	102.4	99.0	107.4	106.0	101.9	99.6	104.3	102.3	103.5	100.6	108.6	95.3	101.3	97.4	111.3
1979	100.9	103.4	103.7	100.2	111.7	107.1	102.0	101.0	107.7	103.5	104.9	101.5	109.7	92.3 R	102.9	98.2	114.3
1980	99.2	106.4	104.3	..	114.8	..	102.3 R	101.9 R	..	105.0	106.0	..	112.1	88.7 R	104.2	..	114.7
<b>Quarters</b>																	
1979 Q1	100.6	102.6	102.5 R	..	110.1	..	..	100.5	..	102.7	104.6	..	108.6	93.3	102.1	..	113.7
Q2	100.8	102.7	103.7 R	..	110.9	..	..	100.7	..	103.1	104.8	..	108.7	92.8	102.7	..	113.9
Q3	100.8	103.4	104.2 R	..	112.2	..	..	101.1 R	..	103.8	105.0	..	110.5	92.8	103.0	..	114.7
Q4	100.5	104.6 R	104.3	..	113.4	..	102.0	101.6 R	..	104.6	105.3	..	110.8	92.2	103.7	..	115.1
1980 Q1	99.9	105.3 R	104.6 R	..	114.1	..	..	101.9 R	..	104.2	105.7	..	112.0	91.0	104.1	..	115.3
Q2	99.1	106.1 R	104.9 R	..	114.2	..	..	101.9 R	..	104.6	105.8	..	111.5	89.8 R	104.7	..	114.5
Q3	97.8	106.9	103.1	..	114.8	..	..	101.9 R	..	105.3	106.3	..	112.0	89.5	104.5	..	114.5
Q4	96.2	107.3 R	104.8	..	115.9	..	..	101.8 R	..	105.8	106.3	..	113.1	88.7	103.8	..	114.7
1981 Q1	95.0	107.8	..	..	117.4	..	..	101.5	..	106.3	106.9	..	114.9	..	104.7	..	115.6
<b>CIVILIAN EMPLOYMENT</b>																	
1975	24,596	5,867	2,943	3,748	9,284	2,332	20,714	24,798	1,056	19,594	52,230	4,563	1,707	12,692	4,062	3,017	84,783
1979	24,806	6,064	3,051	3,754	10,369	2,498	21,127	25,041	1,137	20,287	54,790	4,632	1,872	11,706 R	4,180	2,962	96,945
1980	24,397	6,242	3,070	..	10,655	..	21,191 R	25,265 R	..	20,572	55,360	..	1,914	11,254	4,232	..	97,270
<b>Civilian employment: proportions by sector</b>																	
1980 Agriculture†	2.6	6.5	10.5	3.2**	5.5	8.3**	8.8	6.0 R	19.5**	14.2	10.4	6.0**	8.5	18.9	5.6	7.4**	3.6
Industry††	38.0	31.0	40.3	35.5**	28.5	30.0**	35.9	44.8 R	32.5**	37.8	35.3	32.0**	29.7	36.1	32.2	39.3**	30.6
Services	59.4	62.4	49.3	61.3**	66.0	61.7**	55.3	49.2	48.0**	48.0	54.2	62.0**	61.8	45.1	62.2	53.2**	65.8
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Manufacturing</b>																	
1970	34.7	26.4	30.0	32.7	22.3	..	27.8	..	20.4	..	27.0	26.2	..	..	27.6	37.0	27.0
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	25.7	..	..	27.3	36.4	25.4
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.0	23.8	..	27.1	35.5	25.0
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.6	23.5	..	27.5	35.0	25.6
1974	32.3	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	25.1
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.8	24.1	..	28.0	33.7	23.6
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	..	..	25.5	22.9	23.2	..	26.9	32.8	23.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.5	27.5	25.1	22.2	22.4	..	24.1	25.9	23.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	..	27.1	24.5	21.5	21.3	..	24.1	24.9	23.7
1979	29.4	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.3	26.7	24.3	21.0	20.5	..	24.5	32.3	23.7

Main Source: OECD—Labour Force Statistics.

- Notes: (1) Annual data relate to June.  
 (2) Quarterly figures seasonally adjusted.  
 (3) Annual data relate to August.  
 (4) Employment in manufacturing includes electricity, gas and water.  
 (5) Civilian employment figures include armed forces.

- (6) Annual figures relate to April.  
 (7) Employment in manufacturing includes mining and quarrying.  
 (8) Data in terms of man-years.  
 (9) Annual data relate to the 4th quarter.  
 \*\* 1979.  
 † Including hunting, forestry and fishing.  
 †† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.



# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (millions)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00		5	183	81	784	9.9	85	1.6	966	11.7
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1
1979	1,720	34.2	8.7	14.86		8	316	42	454	10.6	50	1.0	769	15.0
1980	1,392	29.5	8.3	11.52		20	805	252	3,111	12.1	272	5.9	3,916	14.3
<b>Week ended</b>														
1979 Mar 10	1,840	36.5	8.7	15.93	15.58	6	224	33	365	11.0	39	0.8	589	15.2
June 9	1,827	36.3	8.6	15.66	15.67	2	73	29	265	9.0	31	0.6	337	10.9
Sep 8	1,403	27.8	9.0	12.61	12.81	9	362	42	421	10.1	51	1.0	782	15.4
Dec 8	1,856	37.3	8.6	16.00	14.99	4	155	61	710	11.5	65	1.3	866	13.2
1980 Mar 15	1,638	33.7	8.4	13.72	13.34	22	871	153	1,857	12.2	175	3.6	2,727	15.6
1980 June 14	1,501	31.4	8.3	12.47	12.43	14	546	192	2,218	11.6	206	4.3	2,763	13.5
July 12	1,363	28.7	8.5	11.53	11.11	11	437	211	2,509	11.9	222	4.7	2,946	13.3
Aug 16	1,168	24.9	8.4	9.79	11.27	19	770	245	3,002	12.3	264	5.6	3,772	14.3
Sep 13	1,202	25.9	8.2	9.90	10.11	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6
Oct 11	1,167	26.0	8.1	9.43	9.33	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4
Nov 15	1,143	25.8	8.1	9.21	8.66	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0
Dec 13	1,152	26.3	7.9	9.12	8.10	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8
1981 Jan 17	990	23.0	7.7	7.66	8.94	41	1,626	553	6,830	12.4	594	13.7	8,455	14.2
Feb 14	1,048	24.5	7.9	8.33	8.39	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8
Mar 14	1,046	24.7	8.1	8.45	8.05	19	765	491	6,016	12.3	510	12.0	6,782	13.3
Apr 11 R	1,096	26.0	8.3	9.09	8.85	18	728	417	4,949	11.9	435	7.3	5,669	13.0
May 16 R	1,094	26.2	8.0	8.84	8.53	18	713	335	3,789	11.4	352	8.4	4,486	12.7
June 13	1,124	27.1	8.1	9.15	9.10	10	386	291	3,251	11.2	300	7.2	3,638	12.1
<b>SIC 1968</b>														
<b>Week ended June 13, 1981</b>				Thou										
<b>Food, drink and tobacco</b>	158.8	34.1	9.0	1,423.0		0.9	35.1	11.2	111.0	9.9	12.1	2.6	146.0	12.1
Food industries (211-229)	126.9	34.1	9.2	1,168.2		0.2	7.0	4.8	47.6	9.9	5.0	1.3	54.6	10.9
Drink industries (231-239)	27.8	37.5	8.4	232.6		0.7	28.0	3.5	41.2	11.7	4.2	5.7	69.2	16.4
Tobacco (240)	4.1	20.4	5.4	22.2		—	—	—	22.2	7.8	2.8	14.1	22.2	7.8
<b>Coal and petroleum products</b>	7.8	30.4	14.2	111.3		—	0.8	0.2	1.2	7.9	0.2	0.7	2.0	11.4
<b>Chemical and allied industries</b>	62.6	27.1	9.2	578.6		1.2	49.9	2.8	43.8	15.4	4.1	1.8	93.7	22.9
General chemicals (271)	21.3	27.8	9.8	209.7		—	—	0.5	8.6	17.0	0.5	0.7	8.6	17.0
<b>Metal manufacture</b>	80.6	33.4	8.5	686.4		0.8	33.2	27.4	306.9	11.2	28.2	11.7	340.1	12.1
Iron and steel (general) (311)	27.7	28.0	7.9	218.6		0.7	27.0	7.5	90.2	12.0	8.2	8.3	117.2	14.3
Other iron and steel (312-313)	30.4	43.0	9.2	279.7		0.1	5.9	13.2	141.6	10.7	13.4	18.9	147.5	11.0
Non-ferrous metals (321-323)	22.5	31.5	8.4	188.0		—	0.2	6.6	75.2	11.4	6.6	9.3	75.4	11.4
<b>Mechanical engineering</b>	134.9	28.5	8.2	1,104.2		1.5	60.8	51.4	587.1	11.4	52.9	11.2	647.8	12.3
Instrument engineering	19.5	26.8	6.9	135.1		0.2	8.8	4.2	43.9	10.4	4.5	6.1	52.7	11.8
<b>Electrical engineering</b>	101.5	25.7	6.9	697.6		0.7	27.2	25.3	289.0	11.4	26.0	6.6	316.3	12.2
Electrical machinery (361)	26.0	37.3	5.3	137.5		0.3	11.8	6.8	82.8	12.1	7.1	10.2	94.6	13.3
<b>Shipbuilding and marine engineering</b>	40.0	40.0	10.6	424.8		—	1.5	1.2	17.6	15.2	1.2	1.2	19.2	16.0
<b>Vehicles</b>	104.0	23.9	6.9	722.1		1.0	40.0	37.7	430.4	11.4	38.7	8.9	470.4	12.1
Motor vehicle manufacturing (381)	53.3	20.0	7.7	411.0		1.0	40.0	31.9	377.9	11.8	32.9	12.4	417.9	12.7
Aerospace equipment manufacturing and repairing (383)	41.0	38.8	6.0	244.3		—	—	0.3	4.1	13.5	0.3	0.3	4.1	13.5
<b>Metal goods nes</b>	83.3	26.5	7.7	641.0		0.7	29.6	35.2	414.2	11.8	36.0	11.4	443.8	12.3
<b>Textiles</b>	59.0	21.6	7.9	465.5		0.4	18.0	21.3	238.5	11.2	21.8	8.0	256.5	11.8
Production of man-made fibres (411)	4.2	27.6	10.1	42.1		—	—	0.6	7.3	12.8	0.6	3.8	7.3	12.8
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	8.5	18.7	6.9	58.8		0.2	6.8	4.2	50.8	12.2	4.3	9.5	57.6	13.3
Woolen and worsted (414)	15.2	33.2	9.3	142.0		0.1	3.2	4.1	46.7	11.5	4.1	9.0	49.8	12.0
Hosiery and other knitted goods (417)	9.1	11.7	5.8	53.0		0.1	3.1	6.0	68.4	11.4	6.1	7.8	71.5	11.8
<b>Leather, leather goods and fur</b>	4.3	17.1	7.0	30.0		0.1	3.3	2.8	35.1	12.5	2.9	11.6	38.4	13.3
<b>Clothing and footwear</b>	15.0	5.9	5.3	79.0		0.3	12.4	26.8	267.9	10.0	27.1	10.7	280.3	10.4
Clothing industries (441-449)	11.5	5.7	5.6	64.5		0.3	12.2	15.7	173.7	11.0	16.0	8.0	185.9	11.6
Footwear (450)	3.5	6.8	4.1	14.5		—	0.1	11.0	94.3	8.6	11.0	21.4	94.4	8.6
<b>Bricks, pottery, glass, cement, etc</b>	51.8	32.2	8.5	441.1		0.3	10.4	9.4	90.1	9.6	9.6	6.0	100.5	10.5
<b>Timber, furniture, etc</b>	49.2	29.1	7.6	372.2		0.9	35.2	15.0	180.0	12.0	15.9	9.4	215.3	13.6
<b>Paper, printing and publishing</b>	99.8	31.2	8.0	797.8		0.1	4.2	4.9	53.9	10.9	5.0	1.6	58.1	11.5
Paper and paper manufacturers (481-484)	38.4	30.8	9.4	359.6		0.1	2.9	2.7	30.1	11.0	2.8	2.3	33.0	11.7
Printing and publishing (485-489)	61.3	31.5	7.1	438.3		—	1.4	2.2	23.8	10.9	2.2	1.1	25.2	11.4
<b>Other manufacturing industries</b>	51.5	26.9	8.6	445.2		0.4	16.0	14.0	140.4	10.0	14.4	7.5	156.4	10.9
Rubber (491)	13.3	23.5	7.9	105.4		—	1.0	6.9	60.6	8.8	6.9	12.2	61.6	8.9
<b>All manufacturing industries</b>	1,123.5	27.1	8.1	9,154.7		9.7	386.2	290.8	3,251.3	11.2	300.4	7.2	3,637.5	12.1

Notes: Figures from July 1978 are provisional.  
Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included.

# EMPLOYMENT 1.12

## Hours of work Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*				
	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
1959	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0
1960	103.9	99.4	107.9	110.1	100.1	102.4	101.7	104.8	104.8	101.7
1961	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4
1962	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.4	97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9
1964	100.7	101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.9
1965	99.8	101.9	96.2	95.6	96.6	99.4	98.8	98.4	100.3	99.0
1966	97.3	101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1
1967	92.4	96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0
1968	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3
1969	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4
1970	90.2	94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5
1971	84.4	87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6
1972	81.3	82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7
1973	83.2	85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6
1974	81.0	84.7	79.3	66.1	82.2	93.8	92.4	91.8	94.8	96.8
1975	75.4	80.2	75.1	60.9	82.0	92.8	91.3	92.5	9	





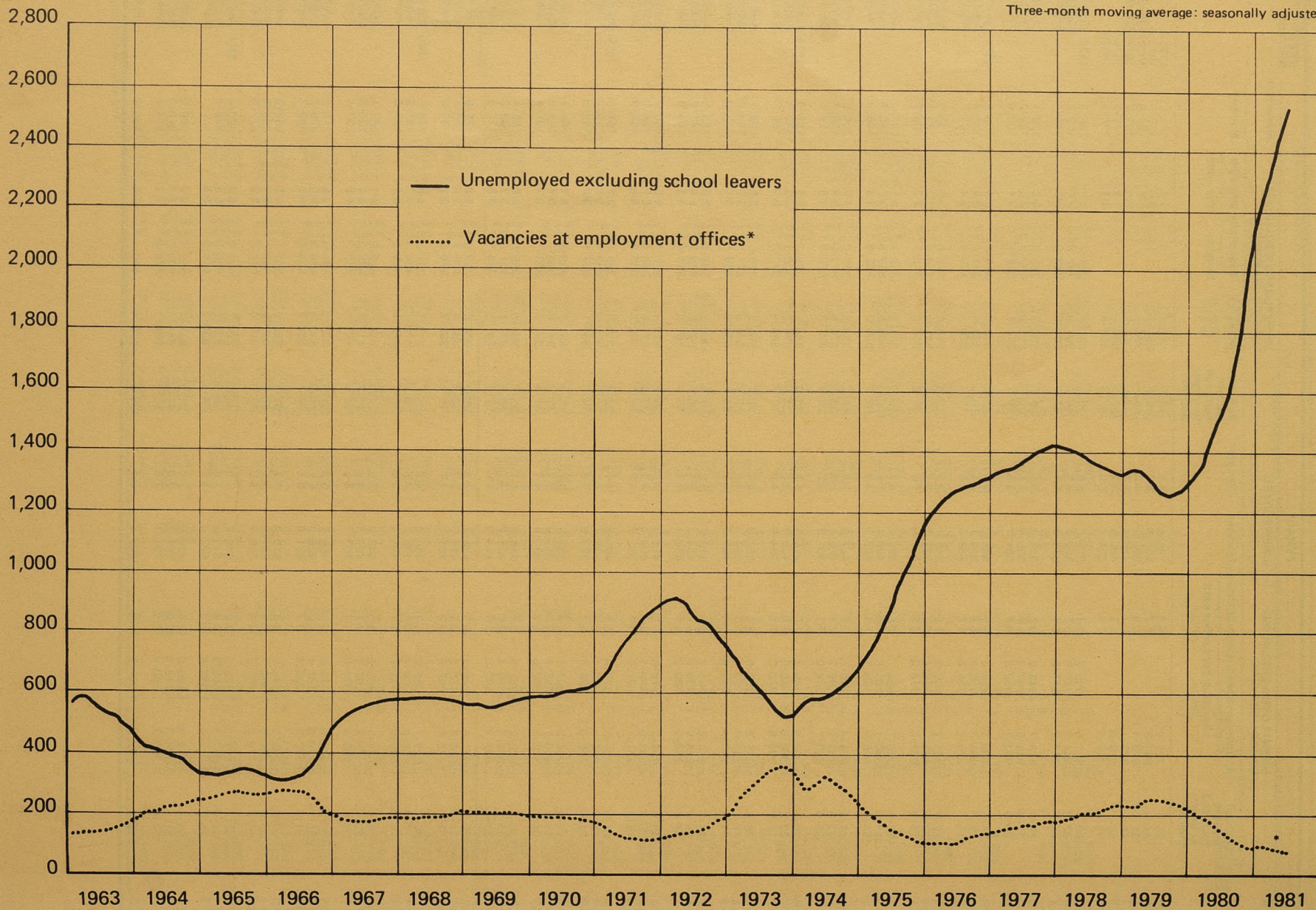






THOUSAND

Three-month moving average: seasonally adjusted



\* Vacancies at employment offices are only about a third of total vacancies



# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female	
									Number	Per cent	Change since previous month			Average change over 3 months ended
<b>SOUTH EAST</b>														
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0			236.7	64.8
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3			247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0			227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5			198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4			245.9	91.4
Annual averages														
1980	376.8	264.2	112.6	49.8	5.0	6.0	3.6	327.0	327.4	4.3	18.4	12.8	238.5	88.9
July 10	410.0	287.8	122.1	46.3	5.4	6.5	3.9	363.7	349.9	4.6	22.5	17.3	254.9	95.0
Aug 14	421.7	296.5	125.2	35.3	5.6	6.7	4.0	386.5	372.4	4.9	22.5	21.1	271.3	101.1
Sep 11														
Oct 9	425.6	302.3	123.3	23.5	5.6	6.8	3.9	402.1	394.7	5.2	22.3	22.4	287.4	107.3
Nov 13	451.6	324.9	126.8	16.9	5.9	7.3	4.0	434.8	429.1	5.7	34.4	26.4	314.0	115.1
Dec 11	469.7	342.3	127.4	14.0	6.2	7.7	4.0	455.7	453.5	6.0	24.4	27.0	333.2	120.3
1981														
Jan 15	513.2	375.3	137.9	13.9	6.3	8.5	4.4	499.3	476.0	6.3	22.5	27.1	349.9	126.1
Feb 12	526.6	386.9	139.7	12.2	6.9	8.7	4.4	514.5	497.4	6.6	21.4	22.8	366.8	130.6
Mar 12	533.9	394.8	139.1	10.5	7.0	8.9	4.4	523.4	515.8	6.8	18.4	20.8	381.8	134.0
April 9 e	549.7	408.5	141.2	9.9	7.3	9.2	4.5	539.8	535.6	7.1	19.8	19.9	397.1	138.5
May 14	560.3	416.8	143.5	16.3	7.4	9.4	4.5	544.0	551.1	7.3	15.5	17.9	410.1	141.0
June 11	583.3	430.8	152.5	39.3	7.7	9.7	4.8	544.0	559.5	7.4	8.4	14.6	417.3	142.2
July 9	632.6	458.7	173.9	54.5	8.3	10.4	5.5	578.1	578.7	7.6	19.2	14.4	431.1	147.6
<b>GREATER LONDON (included in South East)</b>														
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8			118.6	29.8
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1			122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9			113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5			101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3			121.9	42.7
1980														
July 10	179.3	129.3	50.0	18.5	4.7	5.8	3.2	160.9	160.3	4.2	8.3	5.8	118.8	41.5
Aug 14	196.3	140.4	55.9	18.9	5.2	6.3	3.6	177.4	170.4	4.5	10.1	7.7	126.0	44.4
Sep 11	204.8	146.4	58.4	15.5	5.4	6.5	3.7	189.3	181.1	4.8	10.7	9.7	133.5	47.6
Oct 9	205.4	147.9	57.5	10.8	5.4	6.6	3.7	194.6	191.1	5.0	10.0	10.3	140.6	50.5
Nov 13	214.7	156.4	58.3	8.0	5.7	7.0	3.7	206.7	205.4	5.4	14.3	11.7	151.3	54.1
Dec 11	222.2	163.0	59.2	6.6	5.9	7.3	3.8	215.7	216.9	5.7	11.5	11.9	159.8	57.1
1981														
Jan 15	242.4	178.4	64.0	6.4	6.4	8.0	4.1	236.0	225.9	6.0	9.0	11.6	167.3	58.6
Feb 12	248.9	184.1	64.9	5.9	6.6	8.2	4.2	243.0	236.2	6.2	10.3	10.3	175.4	60.8
Mar 12	254.3	189.0	65.3	5.2	6.7	8.4	4.2	249.1	246.2	6.5	10.0	9.8	183.5	62.7
April 9 e	262.2	195.6	66.6	4.8	7.0	8.8	4.3	257.4	255.2	6.7	9.0	9.8	190.1	65.1
May 14	270.6	202.0	68.6	7.8	7.1	9.0	4.4	262.8	264.7	7.0	9.5	9.5	197.7	67.0
June 11	277.5	206.9	70.6	12.5	7.3	9.2	4.5	265.0	270.2	7.1	5.5	8.0	202.2	67.9
July 9	304.1	222.7	81.4	19.9	8.0	10.0	5.2	284.2	283.5	7.5	13.3	9.4	211.6	71.9
<b>EAST ANGLIA</b>														
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6			25.2	7.0
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0			27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7			25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3			22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3			27.5	10.8
1980														
July 10	42.3	28.9	13.5	6.2	5.9	6.7	4.6	36.1	37.3	5.2	2.3	1.4	26.8	10.5
Aug 14	45.4	31.3	14.1	5.6	6.3	7.2	4.9	39.8	39.8	5.5	2.5	1.9	28.7	11.1
Sep 11	46.4	32.2	14.2	4.3	6.4	7.5	4.9	42.1	42.2	5.9	2.5	2.4	30.6	11.6
Oct 9	47.6	33.5	14.1	2.8	6.6	7.8	4.9	44.8	44.9	6.2	2.7	2.5	32.7	12.2
Nov 13	50.7	36.3	14.4	2.0	7.0	8.4	5.0	48.6	48.3	6.7	3.4	2.8	35.3	13.0
Dec 11	53.5	39.0	14.5	1.7	7.4	9.0	5.0	51.8	51.3	7.1	3.0	3.0	37.8	13.5
1981														
Jan 15	58.4	42.9	15.5	1.7	8.1	9.9	5.3	56.7	54.0	7.5	2.7	3.0	39.8	14.2
Feb 12	60.9	45.0	15.9	1.5	8.4	10.4	5.5	59.4	56.3	7.8	2.3	2.7	41.5	14.8
Mar 12	61.5	45.7	15.7	1.3	8.5	10.6	5.4	60.2	57.9	8.0	1.6	2.2	43.0	14.9
April 9 e	62.0	46.1	15.9	1.2	8.6	10.7	5.4	60.8	59.1	8.2	1.2	1.7	43.9	15.2
May 14	62.2	46.3	15.9	2.3	8.6	10.7	5.5	59.9	59.9	8.3	0.8	1.2	44.7	15.2
June 11	63.7	46.6	17.2	5.3	8.8	10.8	5.9	58.5	60.3	8.4	0.4	0.8	44.8	15.5
July 9	68.1	48.8	19.3	7.3	9.4	11.3	6.6	60.8	62.0	8.6	1.7	1.0	46.3	15.7



# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
<b>SOUTH WEST</b>														
1976	102.9	78.3	24.7	5.3	6.4	8.1	3.8	97.6	6.1			75.3	22.3	
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5	6.4			78.6	26.9	
1978	107.3	76.3	31.0	5.9	6.4	7.7	4.6	101.5	6.1			73.3	28.2	
1979†	95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9	5.4			63.5	27.0	
1980	113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4	6.2			72.6	32.2	
1980 July 10	114.2	76.4	37.7	17.3	6.8	7.8	5.4	96.9	102.2	6.1	4.8	3.0	70.7	31.5
Aug 14	120.7	81.1	39.6	14.8	7.2	8.3	5.7	105.9	107.4	6.4	5.2	4.1	74.3	33.1
Sep 11	122.8	82.9	39.9	10.7	7.3	8.5	5.7	112.1	112.6	6.7	5.2	5.1	78.1	34.5
Oct 9	128.3	87.5	40.8	7.1	7.6	8.9	5.8	121.2	119.2	7.1	6.6	5.7	83.3	35.9
Nov 13	136.8	93.8	43.0	5.1	8.1	9.6	6.2	131.8	127.0	7.6	7.8	6.5	88.9	38.1
Dec 11	142.9	99.5	43.4	4.1	8.5	10.1	6.2	138.8	134.2	8.0	7.2	7.2	94.6	39.6
1981 Jan 15	152.3	106.4	46.0	4.1	9.1	10.8	6.6	148.2	138.3	8.2	4.1	6.4	97.6	40.7
Feb 12	154.6	108.3	46.3	3.7	9.2	11.0	6.6	150.9	142.2	8.5	3.9	5.1	100.5	41.7
Mar 12	155.7	109.7	46.0	3.2	9.3	11.2	6.6	152.5	146.9	8.7	4.7	4.2	103.9	43.0
April 9 e	157.2	111.8	45.4	3.1	9.4	11.4	6.6	154.1	151.5	9.0	4.6	4.4	107.9	43.6
May 14	154.6	110.8	43.8	4.2	9.2	11.3	6.3	150.4	153.3	9.1	1.8	3.7	109.6	43.7
June 11	159.8	113.8	46.0	13.9	9.5	11.6	6.6	145.9	154.8	9.2	1.5	2.6	111.1	43.7
July 9	168.2	117.8	50.4	17.0	10.0	12.0	7.2	151.2	156.5	9.3	1.7	1.7	112.4	44.1
<b>WEST MIDLANDS</b>														
1976	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0	5.4			95.0	29.0	
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6	5.3			90.2	33.4	
1978	130.4	90.3	40.1	10.0	5.6	6.4	4.4	120.3	5.1			85.7	34.7	
1979†	128.1	87.6	40.4	8.6	5.5	6.3	4.4	119.5	5.1			83.2	35.8	
1980	181.6	123.2	58.4	14.2	7.8	8.9	6.3	167.4	7.2			114.9	50.8	
1980 July 10	196.0	128.6	67.4	35.3	8.5	9.2	7.3	160.7	159.1	6.9	8.5	6.8	109.6	49.5
Aug 14	211.1	138.9	72.2	32.4	9.1	10.0	7.8	178.7	172.3	7.4	13.2	9.4	118.9	53.4
Sep 11	219.4	145.8	73.5	26.1	9.5	10.5	7.9	193.3	185.8	8.0	13.5	11.7	129.3	56.5
Oct 9	221.9	150.3	71.6	18.3	9.6	10.8	7.7	203.6	199.6	8.6	13.8	13.5	139.5	60.1
Nov 13	234.4	163.0	71.3	13.7	10.1	11.7	7.7	220.7	218.6	9.4	19.0	15.4	155.5	63.1
Dec 11	243.7	172.2	71.5	11.8	10.5	12.4	7.7	231.9	231.4	10.0	12.8	15.2	165.7	65.7
1981 Jan 15	264.5	187.9	76.6	11.0	11.4	13.5	8.3	253.5	248.7	10.7	17.3	16.4	178.5	70.2
Feb 12	272.8	195.1	77.7	9.6	11.8	14.0	8.4	263.3	260.3	11.2	11.6	13.9	187.6	72.7
Mar 12	278.7	201.1	77.7	8.3	12.0	14.4	8.4	270.4	270.1	11.7	9.8	12.9	195.8	74.3
April 9 e	287.3	207.6	79.7	7.8	12.3	14.8	8.6	279.5	279.8	12.1	9.7	10.4	202.8	77.0
May 14	294.1	213.7	80.4	11.2	12.7	15.4	8.7	282.9	286.5	12.4	6.7	8.7	209.4	77.2
June 11	305.7	221.2	84.4	18.6	13.2	15.9	9.1	287.1	292.0	12.6	5.5	7.3	213.6	78.4
July 9	328.5	233.6	94.9	30.4	14.2	16.8	10.3	298.0	296.6	12.8	4.6	5.6	216.9	79.7
<b>EAST MIDLANDS</b>														
1976	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4	4.4			53.5	16.0	
1977	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8	4.7			55.5	19.3	
1978	80.2	57.3	22.9	4.5	5.0	5.9	3.5	75.7	4.7			55.0	20.7	
1979†	75.3	53.6	21.8	3.7	4.6	5.5	3.3	71.6	4.4			51.5	19.9	
1980	104.0	73.1	30.9	7.3	6.4	7.5	4.7	96.6	5.9			68.6	27.0	
1980 July 10	112.4	75.9	36.5	19.4	6.9	7.9	5.6	93.0	93.5	5.8	4.3	3.9	66.8	26.7
Aug 14	118.1	80.2	38.0	15.9	7.3	8.3	5.8	102.2	99.8	6.1	6.3	4.9	71.2	28.6
Sep 11	120.9	82.7	38.2	12.3	7.4	8.6	5.8	108.6	106.5	6.6	6.7	5.8	76.2	30.3
Oct 9	122.3	85.5	36.8	8.2	7.5	8.9	5.6	114.1	113.5	7.0	7.0	6.7	82.0	31.5
Nov 13	127.7	91.3	36.4	5.7	7.9	9.4	5.5	122.0	121.5	7.6	8.0	7.5	88.4	33.1
Dec 11	133.6	96.7	36.9	4.7	8.2	10.0	5.6	128.9	128.4	7.9	6.9	7.3	93.8	34.6
1981 Jan 15	143.9	104.4	39.5	4.5	8.9	10.8	6.0	139.4	134.8	8.3	6.4	7.1	98.3	36.5
Feb 12	147.8	107.6	40.2	3.9	9.1	11.1	6.1	143.9	139.5	8.6	4.7	6.0	101.8	37.7
Mar 12	150.0	110.2	39.8	3.3	9.2	11.4	6.1	146.6	144.8	8.9	5.3	5.5	106.5	38.3
April 9 e	153.0	112.7	40.4	3.2	9.5	11.7	6.2	149.8	148.7	9.2	3.9	4.6	109.6	39.1
May 14	155.0	113.9	41.1	5.3	9.5	11.8	6.3	149.7	151.7	9.3	3.0	4.1	111.8	39.9
June 11	168.0	121.0	47.0	17.9	10.3	12.5	7.2	150.2	153.5	9.5	1.8	2.9	113.3	40.2
July 9	176.7	125.2	51.5	21.4	10.9	12.9	7.9	155.3	155.8	9.6	2.3	2.4	115.1	40.7

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
<b>YORKSHIRE AND HUMBERSIDE</b>														
1976	114.9	86.5	28.4	8.1	5.5	6.8	3.4	105.9	5.1			82.3	23.6	
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5	5.3			82.8	28.6	
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6	5.5			84.5	32.1	
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0	5.3			79.7	32.9	
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8	7.0			104.7	43.4	
1980 July 10	176.1	116.1	59.9	32.2	8.4	9.2	7.1	143.9	145.4	6.9	7.5	5.4	102.0	43.4
Aug 14	185.4	123.4	62.0	29.2	8.8	9.8	7.3	156.3	153.1	7.3	7.7	6.7	108.0	45.1
Sep 11	189.2	127.6	61.6	23.5	9.0	10.1	7.3	165.6	162.0	7.7	8.9	8.0	115.0	47.0
Oct 9	190.0	131.0	59.0	16.5	9.0	10.4	7.0	173.4	171.0	8.1	9.0	8.5	122.2	48.8
Nov 13	200.8	141.3	59.6	12.8	9.5	11.2	7.1	188.1	186.4	8.9	15.4	11.1	134.5	51.9
Dec 11	208.9	149.4	59.5	11.0	9.9	11.8	7.0	197.8	196.2	9.3	9.8	11.4	142.6	53.6
1981 Jan 15	224.5	161.9	62.6	10.9	10.7	12.8	7.4	213.6	205.8	9.8	9.6	11.6	150.4	55.4
Feb 12	228.1	165.5	62.5	9.2	10.8	13.1	7.4	218.9	212.2	10.1	6.4	8.6	155.5	56.7
Mar 12	230.3	168.1	62.2	8.1	10.9	13.3	7.4	222.2	218.7	10.4	6.5	7.5	160.6	58.1
April 9 e	233.1	170.7	62.4	7.3	11.0	13.5	7.4	225.7	224.5	10.7	5.8	6.2	165.1	59.4
May 14	237.7	174.3	63.4	11.1	11.3	13.8	7.5	226.6	229.8	10.9	5.8	5.9	169.8	60.0
June 11	251.0	181.4	69.6	24.9	11.9	14.4	8.2	226.1	232.5	11.0	2.7	4.6	172.2	60.3
July 9	268.0	190.1	77.9	35.2	12.7	15.1	9.2	232.8	234.3	11.1	1.8	3.3	173.7	60.6
<b>NORTH WEST</b>														
1976	197.0	150.4	46.6	14.4	6.9	8.9	4.1	182.6	6.4			142.3	40.2	
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2	6.8			144.1	50.1	
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7	6.9			141.6	55.1	
1979†	203.5	140.7	62.8	13.7	7.1	8.4	5.3	189.8	6.6			133.0	56.2	
1980	264.5	180.3	84.1	18.9	9.3	10.8								







# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at July 9, 1981

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
<b>North</b>									
*Alnwick	928	495	1,423	13.2	Isle of Wight	2,867	920	3,587	8.6
*Carlisle	3,532	1,861	5,393	10.4	Kent	40,375	15,682	56,057	10.7
*Central Durham	6,183	3,201	9,384	13.6	Oxfordshire	12,392	4,974	17,366	8.5
*Consett	6,544	1,885	8,429	26.6	Surrey	14,398	5,255	19,653	6.5
*Darlington and S/West Durham	7,660	3,624	11,284	13.6	West Sussex	11,612	4,156	15,768	6.4
*Furness	2,968	2,026	4,994	11.2					
*Hartlepool	6,192	2,553	8,745	20.0	<b>East Anglia</b>				
*Morpeth	6,107	2,954	9,061	14.4	Cambridgeshire	14,650	5,947	20,597	9.1
*North Tyne	24,459	9,311	33,770	12.4	Norfolk	20,018	7,232	27,250	10.4
*Peterlee	2,898	1,545	4,443	16.3	Suffolk	14,178	6,093	20,271	8.8
*South Tyne	23,527	9,285	32,812	18.1					
*Teesside	30,092	11,214	41,306	18.3	<b>South West</b>				
*Wearside	18,975	7,853	26,828	19.1	Avon	29,908	11,765	41,673	10.1
*Whitehaven	2,311	1,497	3,808	12.9	Cornwall	13,199	5,590	18,789	13.5
*Workington	3,111	1,861	4,972	15.8	Devon	27,505	12,276	39,781	12.0
					Dorset	13,868	5,206	19,074	9.5
					Gloucestershire	12,327	5,509	17,836	8.6
					Somerset	8,619	4,048	12,667	8.2
					Wiltshire	12,254	6,026	18,280	9.1
<b>Wales</b>									
*Bargoed	3,367	1,833	5,200	20.0	<b>West Midlands</b>				
*Cardiff	19,325	6,641	25,966	13.0	West Midlands Metropolitan	153,871	57,228	211,099	15.2
*Ebbw Vale	3,967	1,921	5,888	20.5	Hereford and Worcester	17,998	8,107	26,105	11.3
*Llanelli	4,321	2,263	6,584	17.7	Salop	13,921	6,089	20,010	15.0
*Neath	2,801	1,495	4,296	16.0	Staffordshire	34,032	16,776	50,808	12.9
*Newport	9,428	3,690	13,118	14.6	†Warwickshire	13,744	6,703	20,447	..
*Pontypool	5,192	2,579	7,771	15.4					
*Pontypridd	6,694	3,604	10,298	15.0	<b>East Midlands</b>				
*Port Talbot	8,370	3,796	12,166	15.0	Derbyshire	29,307	11,611	40,918	10.1
*Shotton	6,359	2,283	8,642	17.8	Leicestershire	25,382	11,606	36,988	10.2
*Swansea	11,253	4,988	16,241	15.1	Lincolnshire	16,781	7,763	24,544	12.1
*Wrexham	6,119	2,550	8,669	19.2	Northamptonshire	18,260	7,421	25,681	12.2
					Nottinghamshire	35,464	13,122	48,586	11.2
<b>Scotland</b>									
*Aberdeen	5,827	2,869	8,696	6.6	<b>Yorkshire and Humberside</b>				
*Ayr	4,498	1,729	6,227	13.5	South Yorkshire Metropolitan	57,132	24,077	81,209	13.7
*Bathgate	6,070	3,372	9,442	19.0	West Yorkshire Metropolitan	78,680	32,427	111,107	12.1
*Dumbarton	3,602	2,065	5,667	18.7	Humberside	40,830	15,187	56,017	15.8
*Dumfries	2,697	1,441	4,138	11.7	North Yorkshire	13,435	6,227	19,662	8.4
*Dundee	9,554	5,614	15,168	15.5					
*Dunfermline	4,108	2,819	6,927	13.0	<b>North West</b>				
*Edinburgh	20,075	8,641	28,716	10.1	Greater Manchester Metropolitan	114,271	49,059	163,330	13.4
*Falkirk	6,221	3,450	9,671	13.8	Merseyside Metropolitan	92,334	36,354	128,688	17.9
*Glasgow	68,211	27,346	95,557	15.8	Cheshire	32,719	16,075	48,794	13.3
*Greenock	5,750	3,028	8,778	17.1	Lancashire	46,574	23,336	69,910	12.7
*Irvine	6,252	3,049	9,301	22.7					
*Kilmarnock	4,056	1,658	5,714	16.0	<b>North</b>				
*Kirkcaldy	6,313	3,673	9,986	15.0	Cleveland	36,284	13,767	50,051	18.5
*North Lanarkshire	19,275	11,743	31,018	20.5	Cumbria	13,852	8,096	21,948	11.2
*Paisley	11,429	5,147	16,576	17.3	Durham	26,880	11,963	38,843	15.6
*Perth	2,151	865	3,016	7.8	Northumberland	8,755	4,348	13,103	13.1
*Stirling	4,111	2,145	6,256	12.9	Tyne and Wear Metropolitan	63,230	24,681	87,911	15.7
<b>Northern Ireland</b>									
*Armagh	1,731	730	2,461	19.3	<b>Wales</b>				
*Ballymena	6,486	2,885	9,371	19.8	Clwyd	16,416	6,353	22,769	17.2
*Belfast	30,884	15,893	46,777	15.3	Dyfed	10,608	5,062	15,670	14.1
*Coleraine	4,351	1,474	5,825	22.5	Gwent	20,127	8,944	29,071	15.8
*Cookstown	1,382	589	1,971	32.4	Gwynedd	7,691	2,772	10,463	13.7
*Craigavon	4,845	2,373	7,218	17.2	Mid-Glamorgan	20,549	10,523	31,072	16.1
*Downpatrick	2,765	1,297	4,062	22.9	Powys	2,129	935	3,064	10.2
*Dungannon	2,583	932	3,515	32.4	South Glamorgan	17,178	5,629	22,807	13.0
*Enniskillen	2,936	1,238	4,174	25.7	West Glamorgan	17,967	8,224	26,191	15.2
*Londonderry	8,307	2,651	10,958	26.2					
*Newry	4,294	1,256	5,550	29.7	<b>Scotland</b>				
*Omagh	2,010	859	2,869	22.3	Borders	2,147	900	3,047	7.8
*Strabane	2,635	703	3,338	36.1	Central	10,332	5,595	15,927	13.5
<b>Counties (by region)</b>					Dumfries and Galloway	4,646	2,651	7,297	13.1
<b>South East</b>					Fife	11,493	7,177	18,670	13.7
Bedfordshire	15,425	6,328	21,753	10.2	Grampian	9,497	5,082	14,579	7.8
Berkshire	16,174	6,559	22,733	7.2	Highlands	5,566	2,885	8,451	10.7
Buckinghamshire	10,963	4,519	15,482	8.2	Lothians	26,628	12,251	38,879	11.3
East Sussex	16,549	5,305	21,854	10.0	Orkneys	391	153	544	8.8
Essex	37,711	14,703	52,414	10.8	Shetlands	310	147	457	5.2
Greater London (GLC area)	222,738	81,387	304,125	8.0	Strathclyde	126,865	58,747	185,612	16.8
Hampshire	36,440	15,868	52,308	9.0	Tayside	14,753	8,330	23,083	13.3
Hertfordshire	21,219	8,275	29,494	7.0	Western Isles	1,284	385	1,669	20.1

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single employment office areas. Otherwise they are calculated for travel-to-work areas which comprise two or more employment office areas. For the assisted areas and counties the numbers unemployed are for employment office areas and the rates are generally for the best fit of complete travel-to-work areas. The denominators used to calculate the rates at sub-regional level are the mid-1977 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1980 estimates.

\* Travel-to-work area.

† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rate. For this reason a meaningful rate cannot be calculated.

‡ Assisted area status is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).

# UNEMPLOYMENT 2.5 Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
<b>MALE AND FEMALE</b>																
1979 April	301.2	89.2	61.0	451.4	335.2	123.6	192.9	651.8	74.6	50.1	112.8	237.4	711.0	262.9	366.7	1,340.6
July	516.4	72.4	61.6	650.4	295.2	106.6	186.3	588.1	69.2	43.6	112.7	225.5	880.7	222.6	360.6	1,464.0
Oct*	396.7	66.9	58.9	522.5	330.9	100.0	181.7	612.5	78.6	37.5	116.4	232.6	806.3	204.3	357.1	1,367.6
1980 Jan	396.6	85.1	56.9	538.6	396.0	110.2	182.0	688.2	87.1	40.3	116.4	243.8	879.7	235.6	355.3	1,470.6
April	395.4	99.3	56.4	551.1	407.3	131.3	181.1	719.7	86.9	48.6	116.6	252.1	889.7	279.2	354.1	1,522.9
July	721.6	100.4	62.1	884.0	427.8	140.3	185.3	753.4	94.5	48.0	116.6	259.2	1,243.8	288.7	364.1	1,896.6
Oct	660.3	120.4	74.3	855.0	543.5	162.0	203.2	908.7	124.4	51.1	123.7	299.1	1,328.3	333.5	401.1	2,062.9
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
April	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
July	769.4	245.8	155.0	1,170.2	618.6	339.8	320.6	1,279.1	149.5	102.0	151.2	402.8	1,537.6	687.6	626.9	2,852.1
<b>MALE</b>																
1979 April	174.7	48.5	37.5	260.7	245.4	87.2	155.6	488.3	65.5	44.4	100.4	210.3	485.6	180.1	283.5	959.2
July	280.9	38.8	37.3	357.0	203.2	73.4	148.2	424.8	60.4	38.5	99.8	198.7	544.4	150.7	295.4	980.5
Oct*	213.5	35.0	35.4	283.9	227.8	66.8	143.1	437.7	68.6	32.7	102.8	204.1	509.9	134.5	281.4	925.8
1980 Jan	224.2	44.0	34.6	302.7	283.1	72.9	143.6	499.5	75.7	35.3	102.7	213.8	583.0	152.2	280.8	1,016.0
April	228.5	53.3	34.5	316.4	289.4	88.6	142.2	520.2	75.8	42.8	102.8	221.5	593.7	184.8	279.6	1,058.1
July	403.2	56.1	38.0	497.2	298.1	96.8	145.0	539.8	82.6	42.3	102.7	227.6	783.8	195.1	285.7	1,264.6
Oct	377.4	69.4	46.2	493.1	387.8	112.0	158.5	658.2	109.3	44.8	108.9	262.9	874.5	226.1	313.6	1,414.2
1981 Jan	383.0	117.9</														



# 2.6 UNEMPLOYMENT

## Age and duration: July 9, 1981

### Regions

Duration of unemployment in weeks	Male				Female				Male				Female			
	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All
<b>Yorkshire and Humberside</b>																
2 or less	17,687	12,455	3,358	33,500	14,628	4,897	435	19,960	6,582	3,689	1,126	11,397	5,992	1,447	110	7,549
Over 2 and up to 4	16,589	12,153	3,039	31,781	12,377	4,262	374	17,013	6,018	3,630	1,091	10,739	5,214	1,247	116	6,577
Over 4	29,097	22,838	6,645	58,580	18,769	7,875	822	27,466	12,019	7,426	2,396	21,841	10,251	2,585	249	13,085
8	18,011	23,195	7,488	48,694	10,776	7,790	894	19,460	6,735	6,945	2,280	15,960	4,573	2,700	228	7,501
13	31,035	48,525	15,649	95,209	16,738	15,971	1,892	34,601	11,389	17,185	5,874	34,448	7,179	6,252	639	14,070
26	32,357	56,443	20,853	109,653	15,554	16,380	2,539	34,473	15,023	24,659	9,760	49,442	8,760	7,058	1,004	16,822
52	11,969	27,864	13,051	52,884	5,515	7,465	1,732	14,712	8,281	14,077	6,487	28,845	4,363	3,648	699	8,710
104	1,305	6,068	4,928	12,301	621	1,632	709	2,962	1,029	3,372	2,847	7,248	580	796	277	1,653
156	515	6,629	8,917	16,061	279	1,759	1,246	3,284	471	5,258	4,428	10,157	317	983	651	1,951
All	158,565	216,170	83,928	458,663	95,257	68,031	10,643	173,931	67,547	86,241	36,289	190,077	47,229	26,716	3,973	77,918
<b>Greater London*</b>																
2 or less	7,907	6,378	1,434	15,719	6,182	2,348	196	8,726	7,554	5,096	1,500	14,150	6,353	2,378	220	8,951
Over 2 and up to 4	7,350	5,952	1,773	14,475	5,159	2,020	182	7,361	8,860	5,634	1,345	15,839	7,491	2,511	212	10,214
Over 4	11,860	11,662	2,484	26,006	7,272	3,897	410	11,579	16,152	11,693	3,431	31,276	13,062	4,800	528	18,390
8	9,159	11,684	2,977	23,820	5,205	3,856	384	9,445	10,003	12,062	3,915	25,980	7,419	5,008	545	12,972
13	16,039	25,033	6,151	47,223	8,256	7,691	852	16,799	16,970	24,520	7,135	48,625	11,558	10,572	1,116	23,246
26	16,216	28,870	8,388	53,474	7,374	8,376	1,223	16,973	23,114	36,141	10,776	70,031	14,101	12,815	1,806	28,722
52	6,263	15,469	5,507	27,239	2,678	3,969	829	7,476	14,434	24,604	7,365	46,403	7,222	6,822	1,214	15,258
104	777	3,680	2,080	6,537	319	857	314	1,490	2,688	6,932	2,925	12,545	1,268	1,690	467	3,425
156	313	3,925	4,007	8,245	132	871	535	1,538	1,688	12,626	6,735	21,049	753	1,902	991	3,646
All	75,884	112,653	34,201	222,738	42,577	33,885	4,925	81,387	101,463	139,308	45,127	285,898	69,227	48,498	7,099	124,824
<b>East Anglia</b>																
2 or less	1,731	1,373	422	3,526	1,616	565	58	2,239	4,320	3,313	904	8,537	3,893	1,251	78	5,222
Over 2 and up to 4	1,942	1,214	267	3,423	1,644	411	30	2,085	4,612	2,855	728	8,195	3,896	1,033	82	5,011
Over 4	2,967	2,019	587	5,573	2,255	730	64	3,049	9,411	5,859	1,433	16,703	7,606	2,242	157	10,005
8	1,706	2,014	809	4,529	1,033	753	84	1,870	5,003	5,821	1,702	12,526	3,737	2,283	179	6,199
13	2,881	4,685	1,915	9,481	1,830	1,621	208	3,659	9,025	13,934	4,174	27,133	5,951	4,972	432	11,355
26	3,513	6,298	2,641	12,452	1,748	1,763	292	3,803	11,135	16,837	6,286	34,258	7,524	6,447	624	14,595
52	1,432	2,971	1,651	6,054	626	854	224	1,704	6,627	11,274	4,894	22,795	3,324	3,308	457	7,089
104	142	627	672	1,441	74	189	96	359	1,161	3,563	2,437	7,161	546	712	218	1,476
156	67	958	1,342	2,367	55	254	195	504	634	6,147	4,912	11,693	333	997	573	1,903
All	16,381	22,159	10,306	48,846	10,881	7,140	1,251	19,272	51,928	69,603	27,470	149,001	36,810	23,245	2,800	62,855
<b>South West</b>																
2 or less	3,894	2,744	948	7,586	3,776	1,175	126	5,077	4,525	2,635	651	7,811	4,435	972	62	5,469
Over 2 and up to 4	3,606	2,570	715	6,891	3,110	1,068	80	4,258	3,463	2,266	692	6,421	3,054	852	70	3,976
Over 4	8,309	4,799	1,493	14,601	6,273	1,789	184	8,246	4,180	4,721	1,221	10,122	3,068	1,709	146	4,923
8	3,918	4,912	1,860	10,690	2,686	1,953	239	4,878	3,736	4,446	1,266	9,448	2,680	1,827	142	4,649
13	6,890	11,092	4,155	22,137	4,550	4,529	487	9,566	6,619	9,619	2,481	18,719	4,406	4,064	293	8,763
26	7,866	14,365	6,415	28,646	4,892	4,971	769	10,632	8,740	15,091	5,940	29,771	5,552	5,349	621	11,522
52	3,421	7,691	4,400	15,512	1,928	2,458	562	4,948	5,026	9,008	4,157	18,191	2,881	2,991	405	6,277
104	504	2,072	2,056	4,632	314	710	273	1,297	860	2,538	1,497	4,895	486	733	175	1,394
156	242	2,970	3,873	7,085	192	816	510	1,518	367	4,047	2,873	7,287	223	861	385	1,469
All	38,650	53,215	25,915	117,780	27,721	19,469	3,230	50,420	37,516	54,371	20,778	112,665	26,785	19,358	2,299	48,442
<b>West Midlands</b>																
2 or less	6,252	4,420	1,534	12,206	5,580	1,647	164	7,391	5,541	4,849	1,032	11,422	4,765	2,370	176	7,311
Over 2 and up to 4	7,789	3,714	1,242	12,745	6,568	1,518	142	8,228	5,279	4,254	901	10,434	4,535	2,044	156	6,735
Over 4	10,080	7,959	2,585	20,624	7,607	3,136	329	11,072	14,195	11,450	2,359	28,004	11,542	4,403	332	16,277
8	7,501	9,629	3,338	20,468	5,087	3,522	386	8,995	7,034	8,302	1,931	17,267	4,948	4,247	359	9,554
13	13,976	23,228	7,705	44,909	8,872	8,483	844	18,199	14,093	18,022	4,265	36,380	10,222	9,642	755	20,619
26	18,841	34,017	13,074	65,932	10,716	10,870	1,560	23,146	17,462	25,264	6,873	49,599	11,986	11,670	1,070	24,726
52	10,709	18,961	6,925	36,595	5,754	5,745	933	12,432	10,806	18,388	5,637	34,831	5,852	6,131	832	12,815
104	1,501	4,836	2,528	8,865	952	1,346	360	2,658	2,266	5,940	2,367	10,573	1,088	1,571	368	3,027
156	640	5,981	4,601	11,222	510	1,558	714	2,782	1,088	9,444	4,870	15,402	631	1,829	779	3,239
All	77,289	112,745	43,532	233,566	51,646	37,825	5,432	94,903	77,764	105,913	30,235	213,912	55,569	43,907	4,827	104,303
<b>East Midlands</b>																
2 or less	3,660	2,604	801	7,065	3,539	1,094	100	4,733	1,486	1,070	149	2,705	1,573	832	39	2,444
Over 2 and up to 4	4,103	2,455	773	7,331	3,531	993	77	4,601	2,164	1,513	210	3,887	1,980	716	36	2,732
Over 4	8,981	4,617	1,748	15,346	6,911	1,938	174	9,023	3,528	2,445	360	6,333	2,784	1,423	92	4,299
8	4,278	4,798	1,571	10,647	2,788	2,037	190	5,015	3,108	2,201	367	5,676	2,011	1,278	104	3,393
13	7,652	11,012	4,263	22,927	4,918	4,277	426	9,622	4,688	5,798	1,035	11,521	2,912	2,678	213	5,803
26	9,716	15,451	6,613	31,780	5,808	4,880	644	11,332	7,499	9,588	1,544	18,631	3,881	3,455	331	7,667
52	4,845	8,988	5,703	19,536	2,257	2,449	466	5,172	5,264	7,206	1,155	13,625	2,433	1,800	219	4,452
104	487	1,902	2,357	4,746	258	491	172	921	1,107	2,636	487	4,230	373	462	108	943
156	243	2,859	2,714	5,816	153	621	331	1,105	782	5,980	1,839	8,601	252	619	276	1,147
All	43,965	54,686	26,543	125,194	30,163	18,780	2,580	51,523	29,626	38,437	7,146	75,209	18,199	13,263	1,418	32,880

\* Included in South East.

# UNEMPLOYMENT 2.6

## Age and duration: July 9, 1981

Duration of unemployment in weeks	Age groups											All
	Under 18	18	19	20-24	25-29	30-34	35-44	45-49	50-54	55-59	60-64	
<b>MALE</b>												
One or less	11,676	2,883	2,277	10,173	5,182	4,183	5,539	2,202	2,089	2,377	2,481	



# 2.7 UNEMPLOYMENT Age

UNITED KINGDOM		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
<b>MALE AND FEMALE</b>										
1979	April	76.6	123.6	251.2	300.8	178.2	172.8	103.3	134.2	1,340.6
	July	271.6	139.6	239.2	270.0	159.8	158.3	98.8	126.6	1,464.0
	Oct*	130.9	136.0	255.6	284.4	165.0	163.2	103.0	129.6	1,367.6
1980	Jan	110.8	142.1	285.7	323.7	186.6	177.9	108.9	134.9	1,470.6
	April	114.1	144.1	292.9	336.9	196.1	186.7	113.5	138.6	1,522.9
	July	368.9	188.4	326.7	351.9	206.4	195.0	116.7	142.5	1,896.6
	Oct	236.0	218.1	400.9	428.2	249.7	230.8	137.2	161.9	2,062.9
1981	Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
	April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
	July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
Per cent										
<b>Proportion of number unemployed</b>										
1979	April	5.7	9.2	18.7	22.4	13.3	12.9	7.7	10.0	100.0
	July	18.6	9.5	16.3	18.4	10.9	10.8	6.7	8.6	100.0
	Oct*	9.6	9.9	18.7	20.8	12.1	11.9	7.5	9.5	100.0
1980	Jan	7.5	9.7	19.4	22.0	12.7	12.1	7.4	9.2	100.0
	April	7.5	9.5	19.2	22.1	12.9	12.3	7.5	9.1	100.0
	July	19.5	9.9	17.2	18.6	10.9	10.3	6.2	7.5	100.0
	Oct	11.4	10.6	19.4	20.8	12.1	11.2	6.7	7.8	100.0
1981	Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
	April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
	July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
Thousand										
<b>MALE</b>										
1979	April	40.1	68.0	152.5	217.5	140.9	129.8	77.4	132.9	959.2
	July	147.1	71.8	138.0	185.7	122.5	116.6	73.4	125.3	980.5
	Oct*	66.1	70.9	146.9	192.5	125.3	119.9	76.0	128.2	925.8
1980	Jan	56.5	76.7	169.5	224.5	143.5	131.6	80.4	133.4	1,016.0
	April	60.6	79.6	176.2	233.3	149.4	137.6	84.4	137.1	1,058.1
	July	198.4	101.9	196.9	241.9	155.2	142.7	86.8	140.8	1,264.6
	Oct	125.6	121.0	246.5	299.0	189.2	170.1	103.0	159.9	1,414.2
1981	Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
	April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
	July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
Per cent										
<b>Proportion of number unemployed</b>										
1979	April	4.2	7.1	15.9	22.7	14.7	13.5	8.1	13.9	100.0
	July	15.0	7.3	14.1	18.9	12.5	11.9	7.5	12.8	100.0
	Oct*	7.1	7.7	15.9	20.8	13.5	13.0	8.2	13.8	100.0
1980	Jan	5.6	7.5	16.7	22.1	14.1	13.0	7.9	13.1	100.0
	April	5.7	7.5	16.7	22.0	14.1	13.0	8.0	13.0	100.0
	July	15.7	8.1	15.6	19.1	12.3	11.3	6.9	11.1	100.0
	Oct	8.9	8.6	17.4	21.1	13.4	12.0	7.3	11.3	100.0
1981	Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
	April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
	July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
Thousand										
<b>FEMALE</b>										
1979	April	36.5	55.6	98.7	83.2	37.3	43.0	25.9	1.3	381.4
	July	124.4	67.8	101.2	84.3	37.3	41.7	25.5	1.3	483.5
	Oct*	64.8	65.1	108.7	91.9	39.6	43.3	27.0	1.5	441.9
1980	Jan	54.3	65.4	116.2	99.2	43.1	46.3	28.5	1.5	454.5
	April	53.6	64.5	116.7	103.7	46.7	49.1	29.1	1.6	464.9
	July	170.5	86.5	129.8	110.1	51.2	52.3	29.9	1.7	632.0
	Oct	110.5	97.0	154.4	129.2	60.5	60.8	34.3	2.0	648.7
1981	Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
	April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
	July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
Per cent										
<b>Proportion of number unemployed</b>										
1979	April	9.6	14.6	25.9	21.8	9.8	11.3	6.8	0.3	100.0
	July	25.7	14.0	20.9	17.4	7.7	8.6	5.3	0.3	100.0
	Oct*	14.7	14.7	24.6	20.8	9.0	9.8	6.1	0.3	100.0
1980	Jan	11.9	14.4	25.6	21.8	9.5	10.2	6.3	0.3	100.0
	April	11.5	13.9	25.1	22.3	10.0	10.6	6.3	0.3	100.0
	July	27.0	13.7	20.5	17.4	8.1	8.3	4.7	0.3	100.0
	Oct	17.0	15.0	23.8	19.9	9.3	9.4	5.3	0.3	100.0
1981	Jan	12.9	14.9	25.0	21.2	10.1	10.0	5.5	0.3	100.0
	April	9.7	14.8	25.5	22.5	10.8	10.7	5.8	0.3	100.0
	July	19.7	13.7	22.4	19.9	9.5	9.4	5.1	0.3	100.0

\* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of *Employment Gazette*).

# UNEMPLOYMENT 2.8 Duration

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
<b>MALE AND FEMALE</b>									
1979	April	85.5	86.3	143.6	151.2	244.4	262.9	366.7	1,340.6
	July	171.0	180.3	213.7	117.3	198.4	222.6	360.6	1,464.0
	Oct*	126.3	113.9	171.7	151.2	243.2	204.3	357.1	1,367.6
1980	Jan	125.4	82.8	198.5	185.0	287.9	235.6	355.3	1,470.6
	April	131.0	108.7	183.5	182.0	284.4	279.2	354.1	1,522.9
	July	220.3	231.4	311.3	179.5	301.3	288.7	364.1	1,896.6
	Oct	176.4	164.7	273.4	261.1	452.7	333.5	401.1	2,062.9
1981	Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
	April	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
	July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
Per cent									
<b>Proportion of number unemployed</b>									
1979	April	6.4	6.4	10.7	11.3	18.2	19.6	27.4	100.0
	July	11.7	12.3	14.6	8.0	13.6	15.2	24.6	100.0
	Oct*	9.2	8.3	12.6	11.1	17.8	14.9	26.1	100.0
1980	Jan	8.5	5.6	13.5	12.6	19.6	16.0	24.2	100.0
	April	8.6	7.1	12.0	12.0	18.7	18.3	23.3	100.0
	July	11.6	12.2	16.4	9.5	15.9	15.2	19.2	100.0
	Oct	8.6	8.0	13.3	12.7	21.9	16.2	19.4	100.0
1981	Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
	April	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
	July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
Thousand									
<b>MALE</b>									
1979	April	58.8	58.7	96.7	101.3	170.2	180.1	293.5	959.2
	July	101.1	107.3	131.8	76.2	128.0	150.7	285.4	980.5
	Oct*	81.9	72.5	108.3	96.8	150.5	134.5	281.4	925.8
1980	Jan	80.4	56.1	135.5	123.7	187.3	152.2	280.8	1,016.0
	April	86.4	73.6	122.9	119.4	191.4	184.8	279.6	1,058.1
	July	133.3	139.7	193.1	118.4	199.2	195.1	285.7	1,264.6
	Oct	119.6	109.4	181.3	173.7	290.4	226.1	313.6	1,414.2
1981	Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
	April	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
	July	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
Per cent									
<b>Proportion of number unemployed</b>									
1979	April	6.1	6.1	10.1	10.6	17.7	18.8	30.6	100.0
	July	10.3	10.9	13.4	7.8	13.1	15.4	29.1	100.0
	Oct*	8.8	7.8	11.7	10.5	16.3	14.5	30.4	100.0
1980	Jan	7.9	5.5	13.3	12.2	18.4	15.0	27.6	100.0
	April	8.2	7.0	11.6	11.3	18.1	17.5	26.4	100.0
	July	10.5	11.0	15.3	9.4	15.8	15.4	22.6	100.0
	Oct	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981	Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
	April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
	July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
Thousand									
<b>FEMALE</b>									
1979	April	26.8	27.6	46.9	50.0	74.2	82.7	73.2	381.4
	July	69.9	73.0	81.9	41.1	70.4	71.9	75.2	483.5
	Oct*	44.4	41.4	63.4	54.4	92.7	69.8	75.7	441.9
1980	Jan	45.1							



## 2.9 UNEMPLOYMENT Industry\*: excluding school leavers

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence XXVII	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		Thousand
<b>Number</b>											
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
Nov e	23.9	17.0	333.1	201.0	9.3	60.9	130.8	227.7	66.5	186.5	1,256.7
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
Nov †	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
Nov	31.7	28.9	592.5	274.3	8.5	85.3	192.7	353.0	94.8	306.0	1,967.8
1981 Feb	39.6	31.0	700.4	346.9	8.9	103.2	229.3	397.1	102.4	320.6	2,279.5
May	37.8	31.6	754.9	356.9	10.2	105.7	238.0	396.4	105.5	327.2	2,364.3
<b>Rate</b>											
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
Nov e	5.9	4.7	4.5	13.7	2.6	4.0	4.7	3.2	4.1	..	5.4
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	..	5.6
May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	..	5.3
Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	..	5.3
Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	..	5.8
1978 Feb	7.3	6.1	4.6	15.7	2.6	4.2	5.1	3.4	4.9	..	5.9
May	6.1	5.9	4.5	13.2	2.5	3.8	4.6	3.0	4.7	..	5.4
Aug	5.6	6.5	4.5	11.9	2.5	3.6	4.6	3.0	4.7	..	5.6
Nov	5.9	6.6	4.3	11.8	2.4	3.7	4.4	3.2	4.8	..	5.4
1979 Feb	7.2	6.7	4.5	14.5	2.5	4.0	4.8	3.2	4.9	..	5.7
May	5.7	6.4	4.3	11.3	2.2	3.6	4.2	2.8	4.4	..	5.1
Aug	5.1	6.6	4.2	9.8	2.1	3.3	4.2	2.8	4.3	..	5.1
Nov †	5.6	6.7	4.3	10.8	2.2	3.6	4.3	3.2	4.6	..	5.3
1980 Feb	6.6	6.8	5.2	13.6	2.2	4.1	5.1	3.4	4.8	..	5.9
May	5.9	6.8	5.6	13.4	2.2	4.1	5.1	3.2	4.8	..	5.9
Aug	6.5	7.1	6.8	14.8	2.2	4.5	5.9	3.7	5.1	..	7.0
Nov	8.3	7.9	8.4	19.3	2.5	5.5	6.7	4.7	5.9	..	8.3
1981 Feb	10.3	8.4	9.9	24.5	2.6	6.7	8.0	5.3	6.3	..	9.7
May	9.9	8.6	10.7	25.2	3.0	6.9	8.3	5.2	6.5	..	10.0
<b>Number, seasonally adjusted †</b>											
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
Nov e	23.9	16.7	340.6	207.0	9.3	61.0	133.7	217.5	65.2	180.3	1,255.2
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.2	201.0	8.8	60.2	138.5	236.3	78.2	261.9	1,350.6
May	23.0	23.0	338.3	189.7	8.7	59.5	136.1	233.8	78.3	259.0	1,331.4
Aug	24.3	23.9	334.7	181.3	8.6	57.9	134.1	229.5	77.9	256.7	1,308.9
Nov	23.3	24.0	322.6	170.8	8.3	56.3	128.5	224.3	75.9	260.1	1,274.1
1979 Feb	24.3	24.5	324.1	183.3	8.6	57.0	130.1	227.8	77.6	259.9	1,297.2
May	22.9	24.2	320.3	164.0	7.8	55.5	126.7	224.9	74.5	251.6	1,252.4
Aug	21.7	23.9	308.2	152.6	7.4	53.9	123.4	220.9	71.5	237.7	1,201.2
Nov †	21.2	23.9	321.1	156.4	7.3	54.8	127.4	225.9	73.0	232.4	1,223.4
1980 Feb	22.4	24.8	358.0	170.7	7.5	59.7	139.7	243.7	75.4	231.9	1,313.8
May	23.7	25.7	406.5	194.0	7.7	64.7	150.6	261.1	79.2	236.0	1,429.2
Aug	26.9	26.1	478.5	223.4	7.8	72.0	170.1	290.3	83.9	264.9	1,623.9
Nov	31.6	28.3	595.4	278.3	8.4	85.1	195.1	339.1	93.0	310.1	1,944.4
1981 Feb	36.6	30.8	693.7	324.9	8.8	99.2	221.5	383.0	100.3	332.5	2,211.3
May	38.8	32.6	762.1	361.4	10.3	106.9	242.1	412.7	107.7	363.2	2,417.8

\* Classified by industry in which last employed.  
 † The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.  
 ‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

## UNEMPLOYMENT 2.11 Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
SIC 1968							Thousand
<b>MALE AND FEMALE</b>							
1979 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
June	92.3	165.1	68.0	115.5	413.5	258.0	1,110.3
Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
Dec *	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
June	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
Sept	145.0	240.7	100.0	199.9	576.3	409.2	1,671.1
Dec	171.5	260.2	117.3	276.2	649.8	509.8	1,984.9
1981 Mar	186.7	285.3	136.2	336.7	711.1	585.8	2,241.8
June	196.7	287.6	138.3	351.2	730.1	601.2	2,305.1
<b>Proportion of number unemployed</b>							
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
June	8.3	14.9	5.9	10.4	37.2	23.2	100.0
Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
Dec *	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
June	7.3	14.3	6.2	11.4	36.3	24.5	100.0
Sept	8.7	14.4	6.0	12.0	34.5	24.5	100.0
Dec	8.6	13.1	5.9	13.9	32.7	25.7	100.0
1981 Mar	8.3	12.7	6.1	15.0	31.7	26.1	100.0
June	8.5	12.5	6.0	15.2	31.7	26.1	100.0
<b>MALE</b>							
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
June	63.1	68.6	22.0	106.4	344.9	189.3	794.3
Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
Dec *	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
June	68.1	73.5	26.5	141.7	407.2	244.8	961.7
Sept	95.9	87.7	33.0	181.9	473.4	301.0	1,172.8
Dec	119.4	93.0	41.0	254.7	538.2	385.2	1,431.4
1981 Mar	133.5	101.2	48.1	312.1	591.8	446.9	1,633.7
June	142.7	102.5	50.3	325.9	609.9	461.7	1,693.1
<b>Proportion of number unemployed</b>							
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
Dec *	8.4	8.3	2.8	13.2	42.8	24.6	100.0
1980 Mar	7.6	7.8	2.8	14.4	42.1	25.3	100.0
June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
Sept	8.2	7.5	2.8	15.5	40.4	25.7	100.0
Dec	8.3	6.5	2.9	17.8	37.6	26.9	100.0
1981 Mar	8.2	6.2	2.9	19.1	36.2	27.4	100.0
June	8.4	6.1	3.0	19.2	36.0	27.3	100.0
<b>FEMALE</b>							
1979 Mar	33.5	104.3	50.0	9.3	73.1	75.7	345.8
June	29.3	96.5	44.0	9.0	68.6	68.6	318.0
Sep	38.5	112.6	47.1	9.2	73.4	73.6	354.4
Dec *							



# 2.12 UNEMPLOYMENT AND VACANCIES

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: June 1981

	South East				Greater London*				East Anglia			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
<b>Table 1 Summary</b>												
Managerial and professional	52,372	17,288	69,660	6,394	24,544	9,361	33,905	2,856	3,706	1,207	4,913	296
Clerical and related	36,739	45,565	82,304	7,261	18,255	22,398	40,653	3,835	3,530	4,194	7,724	582
Other non-manual occupations	15,273	15,224	30,497	5,830	7,200	6,097	13,297	2,711	1,427	1,992	3,419	551
Craft and similar occupations, including foremen, in processing, production, repairing, etc	73,335	3,544	76,879	4,797	37,289	2,259	39,548	2,423	7,554	194	7,748	454
General labourers	101,816	19,949	121,765	829	47,857	8,786	56,643	280	13,537	3,272	16,809	157
Other manual occupations	118,887	27,920	146,807	13,955	59,891	13,472	73,363	6,298	12,808	3,102	15,910	1,533
<b>All occupations</b>	<b>398,422</b>	<b>129,490</b>	<b>527,912</b>	<b>39,066</b>	<b>195,036</b>	<b>62,373</b>	<b>257,409</b>	<b>18,403</b>	<b>42,562</b>	<b>13,961</b>	<b>56,523</b>	<b>3,573</b>

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies
I Managerial (general management)	1,106	34	1,140	35	333	25	358	20	71	—	71	2
II Professional and related supporting management and administration	11,060	2,664	13,724	1,005	4,688	1,363	6,051	539	656	120	776	17
III Professional and related in education, welfare and health	4,989	7,058	12,047	2,037	2,672	3,100	5,772	767	459	754	1,213	141
IV Literary, artistic and sports	8,532	4,496	13,028	199	6,103	3,369	9,472	92	339	120	459	17
V Professional and related in science, engineering technology and similar fields	11,220	1,058	12,278	1,627	4,175	441	4,616	621	972	106	1,078	56
VI Managerial (excluding general management)	15,465	1,978	17,443	1,491	6,573	1,063	7,636	817	1,209	107	1,316	63
VII Clerical and related	38,669	45,702	84,371	7,465	19,913	22,516	42,429	3,967	3,589	4,198	7,787	585
VIII Selling	13,362	15,312	28,674	5,511	6,158	6,092	12,250	2,481	1,303	1,997	3,300	530
IX Security and protective services	3,036	106	3,142	709	1,671	58	1,729	428	252	10	262	43
X Catering, cleaning, hairdressing and other personal service	18,712	17,559	36,271	9,382	12,010	8,250	20,260	4,282	1,345	2,218	3,563	1,074
XI Farming, fishing and related	4,625	917	5,542	480	999	162	1,161	101	2,032	332	2,364	87
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	2,606	140	2,746	275	1,393	83	1,476	110	208	32	240	66
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	17,563	3,675	21,238	2,256	10,780	2,452	13,232	1,468	1,541	221	1,762	150
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	43,639	802	44,441	2,342	20,121	367	20,488	899	5,012	17	5,029	254
XV Painting, repetitive assembling, product inspecting, packaging and related	18,521	6,423	24,944	1,102	10,589	3,726	14,315	506	1,324	240	1,564	112
XVI Construction, mining and related not identified elsewhere	36,127	17	36,144	605	17,283	13	17,296	249	3,328	2	3,330	84
XVII Transport operating, materials moving and storing and related	45,201	1,211	46,412	1,525	21,096	376	21,472	756	5,186	154	5,340	124
XVIII Miscellaneous	103,989	20,338	124,327	1,020	48,479	8,917	57,396	300	13,736	3,333	17,069	168
<b>All occupations</b>	<b>398,422</b>	<b>129,490</b>	<b>527,912</b>	<b>39,066</b>	<b>195,036</b>	<b>62,373</b>	<b>257,409</b>	<b>18,403</b>	<b>42,562</b>	<b>13,961</b>	<b>56,523</b>	<b>3,573</b>

\* Included in South East.

# UNEMPLOYMENT AND VACANCIES 2.12

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: June 1981

	South West				West Midlands				East Midlands				Yorkshire and Humberside			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
11,676	4,458	16,134	1,164	14,824	4,418	19,242	946	7,215	2,605	9,820	776	10,431	3,962	14,393	811	
9,964	11,575	21,539	1,269	8,984	21,422	30,406	969	5,659	9,621	15,280	847	7,747	14,528	22,275	1,126	
4,105	5,919	10,024	1,255	6,061	10,456	16,517	1,225	2,858	4,992	7,850	827	3,679	7,082	10,761	1,026	
18,084	719	18,803	825	46,180	3,594	49,774	712	17,853	2,648	20,501	926	30,754	3,028	33,782	735	
29,883	6,123	36,006	204	60,353	9,573	69,926	156	48,870	8,700	57,570	329	68,823	12,559	81,382	247	
30,073	9,326	39,399	3,459	69,754	23,127	92,881	1,729	26,152	8,578	34,730	2,697	41,420	12,807	54,227	2,233	
<b>103,785</b>	<b>38,120</b>	<b>141,905</b>	<b>8,176</b>	<b>206,156</b>	<b>72,590</b>	<b>278,746</b>	<b>5,737</b>	<b>108,607</b>	<b>37,144</b>	<b>145,751</b>	<b>6,402</b>	<b>162,854</b>	<b>53,966</b>	<b>216,820</b>	<b>6,178</b>	
221	8	229	7	426	7	433	8	152	4	156	5	176	3	179	12	
2,097	493	2,590	84	3,211	584	3,795	136	1,456	329	1,785	157	1,900	417	2,317	95	
1,406	2,784	4,190	670	1,267	2,646	3,913	318	807	1,537	2,344	187	1,245	2,462	3,707	378	
938	473	1,411	30	707	400	1,107	23	440	282	722	31	797	386	1,183	24	
3,073	266	3,339	156	4,321	276	4,597	240	1,853	194	2,047	233	2,660	258	2,918	111	
3,941	434	4,375	217	4,892	505	5,397	221	2,507	259	2,766	163	3,653	436	4,089	191	
10,092	11,588	21,680	1,290	9,102	21,435	30,537	1,001	5,700	9,626	15,326	856	7,840	14,542	22,382	1,164	
3,959	5,975	9,934	1,271	5,133	10,514	15,647	1,207	2,594	5,025	7,619	796	3,189	7,509	10,698	988	
510	25	535	64	1,373	46	1,419	66	412	15	427	77	705	20	725	84	
4,274	6,585	10,859	2,589	3,774	9,115	12,889	1,065	2,093	4,957	7,050	1,921	2,793	7,912	10,705	1,481	
2,498	479	2,977	153	2,296	371	2,667	96	1,859	453	2,312	97	2,332	349	2,681	75	
689	72	761	120	1,563	362	1,925	59	1,304	183	1,487	106	4,653	1,117	5,770	103	
3,004	681	3,685	305	5,895	3,113	9,008	270	2,945	2,863	5,808	574	4,497	2,629	7,126	275	
12,200	146	12,346	419	46,712	4,073	50,785	413	13,173	112	13,285	293	24,434	335	24,769	331	
3,433	1,450	4,883	178	10,145	8,166	18,311	156	2,748	2,143	4,891	160	3,705	2,395	6,100	132	
8,932	3	8,935	156	15,724	9	15,733	92	7,504	8	7,512	113	11,085	4	11,089	258	
12,368	508	12,876	251	28,701	1,123	29,824	186	11,970	438	12,408	237	17,990	598	18,588	179	
30,150	6,150	36,300	216	60,914	9,845	70,759	180	49,090	8,716	57,806	396	69,200	12,594	81,794	297	
<b>103,785</b>	<b>38,120</b>	<b>141,905</b>	<b>8,176</b>	<b>206,156</b>	<b>72,590</b>	<b>278,746</b>	<b>5,737</b>	<b>108,607</b>	<b>37,144</b>	<b>145,751</b>	<b>6,402</b>	<b>162,854</b>	<b>53,966</b>	<b>216,820</b>	<b>6,178</b>	



# 2.12 UNEMPLOYMENT AND VACANCIES

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: June 1981

	North West				North				Wales			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
<b>Table 1 summary</b>												
Managerial and professional	17,145	6,908	24,053	1,506	7,523	3,307	10,830	710	7,214	3,371	10,585	803
Clerical and related	11,571	29,124	40,695	1,758	5,349	13,485	18,834	705	5,018	11,826	16,844	878
Other non-manual occupations	6,881	13,577	20,458	1,450	2,568	8,037	10,605	537	2,294	6,893	9,187	897
Craft and similar occupations, including foremen, in processing, production, repairing, etc	47,362	4,249	51,611	1,113	29,235	2,098	31,333	562	17,090	1,106	18,196	568
General labourers	104,015	24,097	128,112	297	58,066	9,388	67,454	122	45,763	8,293	54,056	248
Other manual occupations	64,020	19,690	83,710	3,273	27,454	9,828	37,282	1,961	22,968	6,313	29,281	2,595
<b>All occupations</b>	<b>250,994</b>	<b>97,645</b>	<b>348,639</b>	<b>9,397</b>	<b>130,195</b>	<b>46,143</b>	<b>176,338</b>	<b>4,597</b>	<b>100,347</b>	<b>37,802</b>	<b>138,149</b>	<b>5,989</b>

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies
I Managerial (general management)	342	7	349	8	92	6	98	—	196	15	211	—
II Professional and related supporting management and administration	3,456	849	4,305	209	1,241	277	1,518	62	1,320	323	1,643	56
III Professional and related in education, welfare and health	1,812	4,061	5,873	565	829	2,240	3,069	343	805	2,283	3,088	367
IV Literary, artistic and sports	1,178	743	1,921	74	394	255	649	36	426	232	658	56
V Professional and related in science, engineering technology and similar fields	4,307	426	4,733	281	2,431	195	2,626	119	2,001	218	2,219	121
VI Managerial (excluding general management)	6,050	822	6,872	369	2,536	334	2,870	150	2,466	300	2,766	203
VII Clerical and related	11,765	29,134	40,899	1,791	5,434	13,491	18,925	711	5,057	11,835	16,892	897
VIII Selling	5,654	13,609	19,263	1,374	2,058	8,074	10,132	523	2,088	6,961	9,049	884
IX Security and protective services	1,628	62	1,690	142	717	17	734	57	430	18	448	66
X Catering, cleaning hairdressing and other personal service	6,392	12,144	18,536	2,406	1,847	7,855	9,702	978	1,645	5,401	7,046	1,923
XI Farming, fishing and related	1,705	167	1,872	77	957	137	1,094	42	1,047	230	1,277	51
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	5,137	1,378	6,515	113	909	106	1,015	43	355	36	391	43
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	7,751	3,779	11,530	562	3,929	2,090	6,019	144	2,216	1,099	3,315	198
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	34,786	462	35,248	456	22,436	37	22,473	275	12,501	60	12,561	284
XV Painting, repetitive assembling, product inspecting, packaging and related	6,671	4,970	11,641	218	3,610	1,092	4,702	136	1,900	154	2,054	218
XVI Construction, mining and related not identified elsewhere	19,976	10	19,986	143	9,692	—	9,692	99	8,190	2	8,192	123
XVII Transport operating, materials moving and storing and related	27,517	819	28,336	282	12,509	486	12,995	123	11,599	327	11,926	179
XVIII Miscellaneous	104,867	24,203	129,070	327	58,574	9,451	68,025	756	46,105	8,308	54,413	320
<b>All occupations</b>	<b>250,994</b>	<b>97,645</b>	<b>348,639</b>	<b>9,397</b>	<b>130,195</b>	<b>46,143</b>	<b>176,338</b>	<b>4,597</b>	<b>100,347</b>	<b>37,802</b>	<b>138,149</b>	<b>5,989</b>

# UNEMPLOYMENT AND VACANCIES 2.12

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: June 1981

	Scotland				Great Britain				Northern Ireland				United Kingdom			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
10,633	6,446	17,079	2,084	142,739	53,970	196,709	15,490	2,477	2,187	4,664	99	145,216	56,157	201,373	15,589	
7,892	23,851	31,743	1,957	102,453	185,191	287,644	17,352	2,865	8,050	10,915	99	105,318	193,241	298,559	17,451	
5,127	13,814	18,941	1,592	50,273	87,986	138,259	15,190	3,165	3,953	7,118	124	53,438	91,939	145,377	15,314	
38,497	4,038	42,535	2,144	325,944	25,218	351,162	12,836	15,661	1,938	17,599	148	341,605	27,156	368,761	12,984	
78,809	18,225	97,034	768	609,935	120,179	730,114	3,357	21,688	2,791	24,479	49	631,623	122,970	754,593	3,406	
48,193	18,750	66,943	4,598	461,729	139,441	601,170	38,033	21,028	7,465	28,493	222	482,757	146,906	629,663	38,255	
<b>189,151</b>	<b>85,124</b>	<b>274,275</b>	<b>13,143</b>	<b>1,693,073</b>	<b>611,985</b>	<b>2,305,058</b>	<b>102,258</b>	<b>66,884</b>	<b>26,384</b>	<b>93,268</b>	<b>741</b>	<b>1,759,957</b>	<b>638,369</b>	<b>2,398,326</b>	<b>102,999</b>	
100	6	106	4	2,882	90	2,972	81	80	7	87	1	2,962	97	3,059	82	
1,769	568	2,337	194	28,166	6,624	34,790	2,015	355	110	465	26	28,521	6,734	35,255	2,041	
1,015	4,067	5,082	929	14,634	29,892	44,526	5,935	420	1,810	2,230	22	15,054	31,702	46,756	5,957	
772	534	1,306	84	14,523	7,921	22,444	574	136	79	215	3	14,659	8,000	22,659	577	
3,354	505	3,859	502	36,192	3,502	39,694	3,446	746	65	811	21	36,938	3,567	40,505	3,467	
3,623	766	4,389	371	46,342	5,941	52,283	3,439	740	116	856	26	47,082	6,057	53,139	3,465	
8,091	23,862	31,953	1,985	105,339	185,413	290,752	17,745	2,923	8,060	10,983	105	108,262	193,473	301,735	17,850	
4,027	13,960	17,987	1,433	43,367	88,936	132,303	14,517	1,425	3,808	5,233	108	44,792	92,744	137,536	14,625	
1,463	72	1,535	253	10,526	391	10,917	1,561	1,905	160	2,065	21	12,431	551	12,982	1,582	
5,520	14,053	19,573	2,867	48,395	87,799	136,194	25,686	1,793	4,894	6,687	117	50,188	92,693	142,881	25,803	
3,207	370	3,577	186	22,558	3,805	26,363	1,344	1,824	49	1,873	12	24,382	3,854	28,236	1,356	
2,225	697	2,922	354	19,649	4,123	23,772	1,282	1,087	466	1,553	13	20,736	4,589	25,325	1,295	
6,380	3,689	10,069	550	55,721	23,839	79,560	5,284	3,895	1,854	5,749	86	59,616	25,693	85,309	5,370	
28,294	265	28,559	1,453	243,187	6,309	249,496	6,520	8,599	83	8,682	65	251,786	6,392	258,178	6,585	
6,221	2,726	8,947	240	58,278	29,759	88,037	2,652	1,832	1,387	3,219	14	60,110	31,146	91,256	2,666	
11,526	3	11,529	434	132,084	58	132,142	2,107	7,331	24	7,355	19	139,415	82	139,497	2,126	
21,887	620	22,507	453	194,928	6,284	201,212	3,539	9,138	99	9,237	31	204,066	6,383	210,449	3,570	
79,677	18,361	98,038	851	616,302	121,299	737,601	4,531	22,655	3,313	25,968	51	638,957	124,612	763,569	4,582	
<b>189,151</b>	<b>85,124</b>	<b>274,275</b>	<b>13,143</b>	<b>1,693,073</b>	<b>611,985</b>	<b>2,305,058</b>	<b>102,258</b>	<b>66,884</b>	<b>26,384</b>	<b>93,268</b>	<b>741</b>	<b>1,759,957</b>	<b>638,369</b>	<b>2,398,326</b>	<b>102,999</b>	

Note: About one-third of all vacancies are notified to employment offices. The figures represent only the number of vacancies notified to employment offices and remaining unfilled on the day of the count. Figures for careers offices, either of vacancies or unemployed, are not included in this table.



## 2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1980 July 10	29,073	9,987	3,139	8,253	13,295	9,159	13,578	20,377	8,505	10,390	15,226	130,995	7,345	138,340
Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4	—	10	19	27	—	—	—	—	78	138	—	138
Mar 12	—	—	—	—	—	—	—	—	—	—	—	81	—	81
April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	325	16	94	187	90	146	333	—	100	546	2,058	9	2,067
June 11	1,054	374	57	216	386	154	259	677	387	279	4,479	7,948	2,287	10,235
July 9	30,847	11,388	3,216	7,329	11,403	7,096	12,022	15,882	6,765	8,619	16,934	120,113	6,713	126,826

Note: Adult students seeking vocational employment are not included in the statistics of the unemployed.

\* Included in South East.

## 2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1980 July 10	1,284	531	236	336	3,075	628	1,028	3,961	409	349	2,225	13,531	716	14,247
Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15	3,113	1,312	588	1,633	3,285	1,924	3,354	2,252	1,572	762	4,041	22,524	1,087	23,611
Feb 12	3,563	1,376	568	1,785	3,277	1,461	2,494	2,519	1,370	953	4,652	22,642	1,576	24,218
Mar 12	3,489	—	503	1,748	4,087	1,694	2,065	2,093	1,141	790	2,288	19,898	1,395	21,293
April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	843	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799
June 11	1,743	740	310	894	2,661	750	2,070	1,921	1,031	495	1,210	13,085	1,045	14,130
July 9	1,966	805	229	707	2,736	612	1,826	1,326	975	456	1,761	12,594	1,265	13,859

Note: Temporarily stopped workers are not included in the statistics of the unemployed.

\* Included in South East.

## 2.16 Disabled people Non-claimants

GREAT BRITAIN		Disabled people				GREAT BRITAIN		Non-claimants to benefit seeking part-time work only*		
		Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*				Male and female		
		Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled			Male	Female	
1980 June	52.6	79.8	7.7	3.8	1980 June	40.1	2.7	37.4		
July	53.5	82.5	7.8	3.8	July	40.7	2.8	37.9		
Aug	55.2	85.2	7.8	3.8	Aug	38.9	2.6	36.3		
Sep	56.2	86.9	7.7	3.8	Sep	39.7	2.6	37.1		
Oct	57.3	88.0	7.7	4.2	Oct	41.8	2.8	39.0		
Nov	59.1	90.8	7.8	3.9	Nov	41.5	2.8	38.7		
Dec	60.9	93.2	7.8	3.8	Dec	39.5	2.7	36.8		
1981 Jan	62.5	96.5	7.8	3.9	1981 Jan	40.3	2.7	37.7		
Feb	63.7	98.1	7.8	3.9	Feb	41.7	2.7	39.0		
Mar	64.4	99.1	7.8	3.9	Mar	—	—	—		
April	65.6	100.4	7.8	4.1	April	41.4	2.6	38.8		
May	64.7	99.9	7.6	3.9	May	41.5	2.7	38.9		
June	65.1	103.0	7.6	4.0	June	41.0	2.7	38.3		

\* Disabled people unlikely to obtain employment except under sheltered conditions are not included in the statistics of the unemployed.

\* Seeking employment for less than 30 hours per week. Non-claimants to benefit seeking part-time work only are not included in the statistics of the unemployed.



# UNEMPLOYMENT

## Selected countries: national definitions

2.18

THOUSAND

	United Kingdom* †		Australia †	Austria*	Belgium‡	Canada†	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic‡	Italy	Japan†	Netherlands*	Norway*	Spain*	Sweden†	Switzerland*	United States†
	Incl. school leavers	Excl. school leavers																	
<b>NUMBERS UNEMPLOYED</b>																			
<b>Annual averages</b>																			
1976	1,359 e	1,274 e	298	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	82	1,382	1,100	204	16.1	540	75	12.0	6,856
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	75	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,390	1,307	405 **	57	294	838	159	1,350	876	32	66	1,653	1,170	210	24.1	1,037	88	10.3	5,963
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	74	1,751	1,140	248	22.3	1,277	86**	6.2	7,449
<b>Quarterly averages</b>																			
1980 Q2	1,564	1,467	408	39	297	909	157	1,336	791	26	68	1,712	1,110	210	17.6	1,243	..	5.7	7,485
Q3	1,979	1,723	394	31	319	817	169	1,408	847	21	75	1,724	1,120	260	20.5	1,278	87	4.7	7,962
Q4	2,157	2,039	388	66	364	785	217	1,610	991	44	85	1,821	1,170 R	299	25.7	1,393	91	5.5	7,400
1981 Q1	2,456	2,366	421	91	377	952	266	1,668	1,273	67	95	1,940	1,330 R	345	31.9	1,499	101	6.9	8,352
Q2	2,588	2,458		48	378	865		1,634	1,127	31				343					7,740
<b>Monthly</b>																			
1980 Dec	2,244	2,149	432	82	377	810	236	1,632	1,118	59	88	1,856	1,180	322	30.1	1,416	86	6.3	7,233
1981 Jan	2,419	2,318	430	105	378	945	277	1,680	1,309	71	94	1,934	1,230	343	34.2	1,478	108	8.8	8,543
Feb	2,463	2,373	424	99	377	928	265	1,668	1,300	68	96	1,949	1,350	347	31.3	1,500	106	6.5	8,425
Mar	2,485	2,406	410	71	375 R	983	255	1,657	1,210	61	96	1,938	1,420	344	30.1	1,518	90	5.3	8,087
Apr	2,525	2,452	376 R	56	377	886	243	1,646	1,146	38		1,872	1,370	334	28.4	1,527	87	5.0	7,396
May	2,558	2,459	376	49	378	854	225	1,631	1,110	29		1,878 R	1,320	336	24.0		81	4.7	7,545
June	2,681	2,464	350 p	38	379	855		1,626	1,126	26		1,881 p		360					8,279
July	2,852	2,567							1,246										7,934
<b>Percentage rate latest month</b>																			
	11.8		5.2 p	1.3	13.8	7.0	8.6	8.6	5.3	1.8	13.5	8.4 p	2.3	8.5	1.3	11.6	1.9	0.2	7.3
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																			
<b>Quarterly averages</b>																			
1980 Q2		1,498		49	308	889	161	1,457	863	33	68		1,110	231	20.6	1,249	..		7,652
Q3		1,699		51	332	865	182	1,458	929	32	78		1,180	257	23.5	1,302	82		7,921
Q4		2,020		58	353	860	211	1,478	1,003	41	87		1,260 R	290	24.7 R	1,399 e	97		7,897
1981 Q1		2,304		62	362	856	231	1,610	1,107	52			1,190 R	323	26.9	1,486 e	96		7,788
Q2		2,506				846		1,781						364					7,900
<b>Monthly</b>																			
1980 Dec		2,137		60	356	856	222	1,515	1,057	47	89		1,240	302	25.4	1,416 e	95		7,785
1981 Jan		2,228		63	353	856	228	1,562	1,078	51	89		1,150	307	27.4	1,470 e	86		7,847
Feb		2,304		61	362	845	233	1,606	1,091	53	91		1,190	320	25.9	1,488 e	106		7,754
Mar		2,381		61	370	867	233	1,663	1,152	52	92 e		1,220	341	27.3	1,500 e	95		7,764
Apr		2,452		57	381	826	236	1,724	1,155	39			1,350	354	28.1 R	1,527 e	91		7,746
May		2,515		63 R	390 R	845	233	1,795	1,203	39			1,340	364	28.1		97 R		8,171
June		2,552		58 e	399 e	866		1,825	1,238 e	37 e				374					7,784
July		2,582							1,314 e										7,502
<b>Percentage rate latest month</b>																			
	10.7		2.0 e	14.5 e	7.3	8.9	9.7	5.7 e	2.3 e	12.9 e		2.3	8.8	1.5	11.6 e	2.3			7.0

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 833-840 of the August 1980 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

- (i) by counting registrations for employment at local offices;
  - (ii) by conducting a labour force survey from a sample number of households.
- (2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

\* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

† Fortnightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see page 1151 of the November 1979 issue of *Employment Gazette*.

‡ Insured unemployed. Rates are calculated as percentages of total insured population.

§ Labour force sample survey. Rates are calculated as percentages of total labour force.

\*\* Average of 11 months.

|| Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.

§ Numbers registered at employment offices. From 1977 includes unemployed insured for loss of part-time work. From January 1979 includes an allowance for persons partially unemployed during the reference period. Rates are calculated as percentages of the total labour force.



# 2.19 UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted \*

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 June 10	225	89	314	217	82	298	8	7	16	165	169	4
July 8	223	90	313	217	82	300	5	8	13	170	169	1
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	276	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	9
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	11
Feb 14	192	100	293	178	90	267	15	10	25	207	220	13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	11
April 10	197	104	301	173	93	266	24	11	35	199	210	11
May 8	198	104	302	172	94	266	26	10	36	197	208	11
June 12	200	106	306	169	95	264	32	11	42	188	201	12
July 10	207	110	317	168	95	263	40	15	54	182	196	15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	10
Oct 9	234	115	349	173	95	268	61	20	81	161	170	9
Nov 13	245	118	363	174	98	272	70	21	91	155	162	7
Dec 11	250	118	368	175	99	274	75	19	94	148	152	4
1981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1
Feb 12	241	118	359	182	98	280	60	20	80	152	152	0
Mar 12	232	116	348	179	98	278	53	18	70	149	150	1
April 9	232	116	348	176	101	277	56	15	71	139	141	2
May 14	223	111	334	175	100	275	48	12	60	139	142	3
June 11 e	223	113	336	182	104	286	41	9	50	142	148	6

\* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.  
 † The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

# VACANCIES 3.1

Regions: notified to employment offices: seasonally adjusted \*

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1976 July 2	45.6	23.4	3.4	7.7	6.4	7.0	9.8	10.3	8.2	5.1	14.5	118.2	2.1	120.3
Aug 6	49.6	25.0	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
Sep 3	50.6	26.2	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
Oct 8	50.7	26.0	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
Nov 5 e	52.0	27.2	3.8	8.2	7.7	8.3	11.0	11.6	8.4	5.7	13.9	130.7	1.9	132.6
Dec 3 e	54.0	28.7	3.9	8.6	8.1	8.8	11.3	12.0	8.7	5.9	14.2	135.4	1.9	137.3
1977 Jan 7 e	56.0	30.3	4.0	8.8	8.6	9.3	11.5	12.3	9.0	6.1	14.5	139.7	2.1	141.8
Feb 4	60.0	32.1	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
Mar 4	61.7	33.2	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
July 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	107.1	55.7	7.1	15.8	14.2	16.3	16.4	18.7	10.5	8.3	21.2	235.4	1.3	236.7
Feb 2	106.7	56.1	6.9	15.2	13.2	14.8	15.3	17.9	10.2	8.7	20.7	229.4	1.2	230.6
Mar 2	108.9	57.1	6.8	14.7	13.6	14.9	15.8	18.7	10.3	9.0	19.8	232.2	1.2	233.4
April 30	111.4	58.4	7.9	16.4	15.4	16.3	16.3	20.3	10.6	8.9	20.3	243.5	1.5	245.0
May 4	113.2	58.3	8.2	17.6	15.8	16.3	17.2	20.8	10.9	10.6	22.0	252.3	1.4	253.7
June 8	114.7	58.0	8.9	18.3	15.9	16.0	17.3	21.0	11.3	10.7	22.3	256.5	1.3	257.8
July 6	114.0	57.7	8.7	17.5	15.6	15.9	16.6	20.7	11.5	10.3	22.1	253.0	1.4	254.4
Aug 3	109.9	54.7	8.6	17.0	15.5	15.5	16.7	20.4	10.7	10.2	22.2	247.1	1.3	248.4
Sep 7	108.2	53.9	8.2	17.5	14.8	15.4	16.0	20.3	10.3	9.7	22.4	243.1	1.3	2



### 3.2 VACANCIES Regions: notified to employment offices and career offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Notified to employment offices</b>														
1979 July 6	116.5	58.4	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
Aug 3	108.0	52.8	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.5	246.3	1.3	247.6
Sep 7	111.5	54.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
Oct 5	111.7	56.3	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
Nov 2	105.1	53.4	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
Nov 30	94.0	48.1	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.1	204.1
1980 Jan 4	85.5	44.2	6.3	11.9	11.8	11.3	11.0	14.6	8.0	7.3	16.8	184.6	1.1	185.7
Feb 8	80.7	42.3	5.8	12.5	11.1	11.2	10.5	14.0	7.2	7.0	17.3	177.5	1.2	178.7
Mar 7	77.4	39.1	5.7	14.4	10.8	10.4	9.9	13.8	7.5	7.1	18.3	175.3	1.3	176.6
April 2	76.9	38.7	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
May 2	77.5	38.4	6.3	14.1	9.4	9.4	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
June 6	72.4	36.5	5.7	13.6	8.3	9.0	9.2	12.9	6.8	7.4	18.6	164.0	1.3	165.3
July 4	58.4	29.1	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
<b>Notified to careers offices</b>														
1979 July 6	18.3	10.5	1.4	1.7	3.6	2.1	2.6	1.8	0.5	0.7	1.3	34.0	0.3	34.2
Aug 3	16.3	8.8	1.1	1.7	3.4	2.2	1.9	1.8	0.5	0.7	1.2	31.0	0.3	31.3
Sep 7	17.0	9.2	1.3	1.8	2.6	2.2	2.0	1.8	0.7	0.7	1.1	31.2	0.3	31.5
Oct 5	16.3	9.0	1.2	1.5	2.2	1.8	1.6	1.7	0.6	0.6	1.0	28.4	0.3	28.7
Nov 2	14.0	7.9	0.9	1.3	1.9	1.6	1.3	1.5	0.5	0.6	0.9	24.5	0.2	24.7
Nov 30	12.6	7.3	0.7	1.0	1.5	1.4	1.1	1.3	0.4	0.4	0.9	21.3	0.2	21.5
1980 Jan 4	11.6	7.1	0.6	0.9	1.2	1.2	1.0	1.3	0.3	0.4	0.8	19.1	0.2	19.3
Feb 8	11.2	6.8	0.5	0.8	1.3	1.0	0.9	1.1	0.4	0.3	0.6	17.9	0.2	18.1
Mar 7	11.3	6.8	0.8	0.9	1.3	1.1	1.0	1.1	0.3	0.3	0.6	18.9	0.2	19.0
April 2	11.4	6.6	0.8	1.1	1.4	1.1	1.2	1.0	0.5	0.3	0.6	19.4	0.2	19.6
May 2	13.5	7.8	0.8	1.2	2.3	1.3	1.7	1.1	0.5	0.4	0.9	23.5	0.2	23.7
June 6	11.2	7.4	0.7	0.8	2.0	1.0	1.4	0.7	0.4	0.4	0.8	19.4	0.2	19.6
July 4	9.4	6.7	0.5	0.6	1.5	0.7	1.1	0.6	0.3	0.2	0.6	15.5	0.1	15.6
Aug 8	6.9	4.4	0.3	0.4	1.2	0.5	0.8	0.6	0.4	0.2	0.6	11.8	0.1	12.0
Sep 5	4.6	2.6	0.3	0.5	0.9	0.5	0.6	0.5	0.4	0.2	0.4	8.9	0.2	9.1
Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
April 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7
June 5	3.3	2.1	0.2	0.3	0.6	0.3	0.4	0.3	0.2	0.1	0.3	6.1	0.1	6.1
July 3	2.2	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.1	0.4	5.0	0.1	5.1

Notes: About one-third of all vacancies are notified to employment offices. These could include some that are suitable for young persons and similarly vacancies notified to career offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count.  
\* Included in South East.

### VACANCIES 3.4 Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
Thousand							
1979 Mar	22.6	35.1	19.2	55.5	10.8	84.1	227.3
June	22.8	38.5	23.4	66.4	15.0	110.9	277.0
Sep	22.4	32.9	22.8	67.3	13.1	94.3	252.9
Dec	19.8	27.2	19.8	52.6	8.9	75.9	204.1
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Proportion of vacancies in all occupations							
1979 Mar	9.9	15.4	8.4	24.4	4.8	37.0	100.0
June	8.2	13.9	8.4	24.0	5.4	40.0	100.0
Sep	8.9	13.0	9.0	26.6	5.2	37.3	100.0
Dec	9.7	13.3	9.7	25.8	4.4	37.2	100.0
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0

Note: About one-third of all vacancies are notified to employment offices. The figures represent only the number of vacancies notified to employment offices and remaining unfilled on the day of the count.



# 4.1 INDUSTRIAL DISPUTES

## Stoppages of work\*

The provisional number of stoppages in progress known to the Department in July totalled 78. Of these, 47 stoppages began in July, and the remaining 31 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 48,300, which includes 22,000 who were involved for the first time in July. The latter figure consists of 21,900 workers involved in the new stoppages which commenced in July and 100 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 26,300.

Of the 21,900 workers involved in stoppages which began in July, 19,900 were directly involved and 2,000 indirectly involved.

The aggregate of 268,000 working days lost in July includes 194,000 working days lost through stoppages which had continued from the previous month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press.

Note: The figures exclude about 90,000 British Gas Corporation employees who stopped work on July 13 in protest against the Government's proposal to sell the gas showrooms.

### Causes of stoppages

Principal cause	Beginning in July 1981		Beginning in the first seven months of 1981	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels —extra-wage and fringe benefits	28	15,900	360	445,200
Duration and pattern of hours worked	—	—	8	900
Redundancy questions	4	1,100	16	1,600
Trade union matters	2	500	39	259,700
Working conditions and supervision	4	1,100	55	31,200
Manning and work allocation	5	700	100	28,500
Dismissal and other disciplinary measures	4	700	75	126,500
All causes	47	19,900	753	968,200

### Summary

SIC 1968	United Kingdom		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)											
	Stoppages		Beginning in period		All industries and services	Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services					
	No.	Per cent	No.	Per cent								No.	Per cent	No.	No.	No.
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	1,977	65	570	132	461
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	6,133	264	297	301	3,050
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1	201	5,985	179	416	360	2,264
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8	128	20,390	109	834	1,419	6,594
1980	1,330	67	5.0	1,348	830	404	834	11,964	10,081	84.3	166	10,155	44	281	253	1,065
1979 July	185	7	3.8	245	68		121	662	336	50.8	16	281	9	47	26	283
Aug	218	9	4.1	291	1,306		1,358	4,103	3,452	84.1	15	3,566	18	58	23	424
Sept	172	7	4.1	274	358		1,614	11,716	10,969	93.6	6	11,055	7	37	12	599
Oct	196	9	4.6	282	74		1,334	3,508	2,808	80.0	19	3,026	9	34	22	398
Nov	131	2	1.5	202	100		139	606	64	10.6	8	398	2	48	6	144
Dec	53	4	7.5	84	77		92	190	11	5.8	3	52		24	75	36
1980 Jan	159	8	5.0	177	229		233	2,775	2,634	94.9	34	2,622	3	29	36	51
Feb	118	4	3.4	161	44		195	3,254	3,058	94.0	8	3,099	2	30	42	73
Mar	150	7	4.7	185	79		228	3,262	3,006	92.2	27	3,024	6	32	57	117
Apr	158	10	6.3	205	148		311	977	669	68.5	8	703	12	18	22	213
May	134	3	2.2	189	61		102	463	291	62.9	8	136	7	31	17	265
June	138	6	4.3	188	44		68	304	87	28.6	24	133		31	24	91
July	70	2	2.9	111	36		47	170	43	25.3	8	63	1	20	4	76
Aug	87	4	6.0	96	17		23	119	36	30.3	7	42	3	7	6	54
Sep	107	8	7.5	132	31		37	207	69	33.3	9	89	1	52	14	43
Oct	108	6	5.6	138	35		50	198	70	35.4	13	125	1	14	10	35
Nov	84	7	8.3	115	86		92	179	92	51.4	16	81	6	16	16	43
Dec	37	2	5.4	59	20		23	56	25	62.5	5	37	1	2	6	4
1981 Jan	126	5	4.0	132	77		78	245	70	28.6	1	68	2	25	102	46
Feb	110	7	6.4	139	83		104	446	68	15.2	134	177	4	15	41	76
Mar	157	6	3.8	195	474		481	629	50	7.9	20	92	8	17	43	449
Apr	122	5	4.1	168	321		438	579	17	2.9	25	87	11	6	31	420
May	90	†		130	60		80	364	†		2	197	3	5	13	144
June	101	†		132	45		83	332	†		11	88	1	3	17	212
July	47	†		78	22		48	268	†		8	32		1	14	213

\* See page of "Definitions and Conventions" for notes on coverage. Figures for 1981 are provisional.  
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.  
 ‡ Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

### Stoppages — United Kingdom

Industry group	Jan to July 1981			Jan to July 1980		
	Stoppages beginning in period	Stoppages in progress	Workers involved	Stoppages beginning in period	Stoppages in progress	Working days lost
SIC 1968						
Agriculture, forestry, fishing	—	—	—	2	500	6,000
Coal mining	155	74,100	200,000	188	62,900	103,000
All other mining and quarrying	1	†	†	6	1,000	13,000
Food, drink and tobacco	26	13,400	128,000	44	11,800	82,000
Coal and petroleum products	1	500	†	—	—	—
Chemicals and allied industries	27	25,300	105,000	22	10,600	180,000
Metal manufacture	16	3,000	16,000	36	181,900	8,739,000
Engineering	97	32,400	241,000	111	32,800	416,000
Shipbuilding and marine engineering	13	5,200	21,000	19	10,600	97,000
Motor vehicles	68	92,000	399,000	66	72,100	352,000
Aerospace equipment	11	6,200	30,000	11	3,000	44,000
All other vehicles	1	500	†	3	4,400	5,000
Metal goods not elsewhere specified	28	4,700	33,000	36	9,600	127,000
Textiles	17	2,000	16,000	19	5,100	25,000
Clothing and footwear	7	800	13,000	7	900	7,000
Bricks, pottery, glass, cement, etc.	18	4,900	58,000	22	4,800	21,000
Timber, furniture, etc	5	600	14,000	14	1,300	12,000
Paper, printing and publishing	23	3,000	28,000	21	35,700	268,000
All other manufacturing industries	20	6,900	36,000	18	2,600	17,000
Construction	43	10,100	72,000	72	18,500	190,000
Gas, electricity and water	8	2,200	10,000	10	1,800	19,000
Port and inland water transport	31	16,600	87,000	44	29,900	128,000
Other transport and communication	69	57,100	173,000	72	49,000	74,000
Distributive trades	21	4,500	54,000	21	3,000	30,000
Administrative, financial and professional services	41	715,600	1,114,000	64	89,900	222,000
Miscellaneous services	7	1,400	12,000	18	1,700	29,000
All industries	753	1,082,900	2,863,000	927	645,300	11,206,000

† Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.

# EARNINGS 5.1

## Average earnings index: all employees: main industrial sectors

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
Annual Averages									
1976 April	103.3	103.4	103.1	102.8	103.1	102.7			
May	105.5	104.6	105.8	104.4	106.2	104.6			
June	106.7	105.8	106.7	105.7	106.8	105.9			
July	107.8	106.6	107.9	107.1	107.7	107.1			
Aug	107.8	108.2	107.0	108.7	106.9	108.7			
Sep	108.3	108.6	108.2	109.2	107.8	109.3			
Oct	108.5	109.1	109.4	110.0	109.3	110.3			
Nov	110.6	110.5	111.3	110.7	111.3	110.6			
Dec	111.3	111.0	111.7	111.4	111.7	111.3			
1977 Jan	110.9	111.8	112.2	113.1	112.4	112.7	10.9	12.2	12.4
Feb	111.0	112.1	112.7	113.7	112.7	113.3	10.3	11.9	11.8
Mar	113.3	113.3	115.3	114.7	114.6	114.2	10.8	11.8	11.4
April	113.1	113.2	114.6	114.3	114.5	114.1	9.4	11.2	11.1
May	114.9	114.0	116.8	115.2	116.9	115.1	8.9	10.3	10.0
June	115.4	114.4	116.6	115.4	116.2	115.1	8.1	9.2	8.7
July	117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep	116.6	117.0	115.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.0	120.0	123.4	123.8	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.6	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
April	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	1			



# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN	Agri-culture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instru-ment engineering	Elec-trical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, goods and fur
SIC 1968														
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	161.1	155.0	160.1	147.9	148.4	148.4	156.5	151.2	147.0
1980	189.9	201.5	187.5	194.5	187.4	194.5	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1976	112.6	106.7	103.4	104.5	101.9	106.9	102.6	102.7	104.4	102.7	101.4	103.4	100.9	96.9
1977	109.2	104.8	106.8	105.7	104.1	109.5	105.7	104.3	107.0	105.6	106.8	106.1	107.1	99.0
1978	114.1	105.4	106.4	105.8	107.7	107.6	106.0	105.7	107.8	105.5	106.8	107.0	107.3	99.2
1979	118.5	106.3	107.3	108.1	107.3	112.5	107.5	106.9	107.9	103.4	108.1	108.0	107.6	103.9
1980	121.8	105.5	108.0	105.8	106.9	108.1	106.5	106.8	107.6	106.9	106.3	106.9	107.4	102.3
1976	112.4	107.2	107.5	106.5	107.4	109.3	107.1	108.1	108.6	109.0	107.0	108.1	107.8	103.9
1977	110.1	108.2	107.5	107.5	108.0	112.4	108.8	108.8	109.4	108.3	109.5	110.6	109.8	104.1
1978	110.7	109.2	111.3	109.9	112.8	113.4	110.7	111.5	111.3	111.3	109.5	113.4	111.2	106.1
1979	112.9	110.3	113.3	110.9	111.7	113.3	111.7	111.4	112.2	111.4	109.8	113.0	111.5	108.5
1980	109.3	111.0	111.5	110.5	110.4	115.3	111.9	112.8	111.7	113.7	111.0	113.6	113.1	112.6
1977	114.3	110.8	111.1	110.4	110.9	117.2	112.8	113.8	112.3	112.8	108.2	114.3	113.7	109.8
1978	118.1	118.4	120.0	113.4	111.7	116.6	114.1	117.1	114.9	110.9	109.7	116.3	114.4	111.5
1979	120.6	113.4	113.2	112.7	111.9	116.0	115.2	114.4	114.8	113.2	111.3	116.2	114.8	112.5
1980	118.7	111.9	117.5	115.5	114.0	119.7	117.5	116.0	115.6	116.7	115.6	117.3	117.1	112.2
1976	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.9	116.4	112.2
1977	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4
1978	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
1979	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	114.6	111.4	111.4	121.3	117.4	114.4
1980	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
1977	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
1978	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1979	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
1980	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
1976	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
1977	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
1978	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
1979	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
1980	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
1976	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
1977	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
1978	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
1979	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
1980	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1976	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
1977	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
1978	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
1979	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
1980	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
1976	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
1977	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
1978	163.9	166.2	156.7	159.0	157.9	151.155	147.955	157.955	144.755	139.955	139.055	150.555	154.3	146.6
1979	174.0	169.5	162.3	156.4	172.9	151.355	141.655	156.655	146.755	149.955	126.855	148.855	155.6	149.4
1980	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.1	150.5	166.1	166.1	156.2	151.9
1976	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
1977	155.4	177.2	174.4	169.6	174.6	165.5	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1978	161.2	189.5	171.3	179.6	170.5	165.5	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3
1979	174.7	190.0	173.5	189.2	171.9	165.5	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9
1980	179.8	207.2	183.8	185.0	177.9	165.5	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1
1976	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
1977	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
1978	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
1979	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
1980	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
1976	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
1977	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
1978	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
1979	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1980	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
1976	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
1977	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
1978	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
1979	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
1980	222.4	222.4	216.6	217.3	209.7	196.5	199.7	217.9	206.6	197.7	194.8	204.9	197.5	193.7

\* England and Wales only.  
 † Excluding sea transport.  
 ‡ Educational and health services only.  
 § Excluding private domestic and personal services.  
 || Because of a dispute in the steel industry, reliable averages for "metal manufacture" for 1979 and 1980 cannot be calculated.

# EARNINGS 5.3

## Average earnings index: all employees: by industry

(not seasonally adjusted)

Clothing and footwear	Bricks, pottery, glass, cement etc	Timber, furniture etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication †	Distributive trades	Insurance, banking and finance
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## 5.4 EARNINGS AND HOURS

### Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
October												
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	£ 61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
<b>Hours worked</b>												
Full-time men (21 years and over)												
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	pence 144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	228.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	£ 36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
<b>Hours worked</b>												
Full-time women (18 years and over)												
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	pence 101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2

\* An article on page 103 of the *Employment Gazette* for March 1981 comments on the effects of the change of definitions

## 5.5 Average earnings by level of skill: adult male manual workers: selected industries

GREAT BRITAIN	ENGINEERING INDUSTRIES*									SHIPBUILDING AND			
	Skilled workers			Semi-skilled workers			Labourers			All workers	Skilled workers		
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All
June													
<b>ADULT MALES</b>													
<b>Weekly earnings (including overtime)</b>													
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98	£ 64.71
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19	75.38
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	79.14	77.81
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	88.41	86.77
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.71	100.53
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71	112.24
Increase 1978-9													
1978-9	17.1	16.5	16.8	15.4	14.6	15.1	16.3	15.5	16.1	16.1	17.9	13.9	pence 15.9
1979-80	17.1	16.4	16.9	10.9	14.7	12.4	14.2	15.3	14.4	14.9	11.3	11.9	11.6
<b>Hourly earnings (excluding overtime)</b>													
1975	129.7	135.8	132.1	122.8	122.3	122.6	98.4	103.1	99.4	125.6	121.9	146.1	pence 139.8
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	120.2	116.8	145.3	147.5	164.3	160.8
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	129.7	125.6	158.5	162.2	172.3	168.3
1978	183.8	195.5	188.2	171.6	176.7	173.7	142.2	147.4	143.5	178.8	182.0	195.6	186.3
1979	213.4	226.8	218.3	195.1	200.5	197.3	164.3	172.5	166.3	205.6	213.9	220.1	219.0
1980	254.8	268.0	259.6	229.0	236.9	232.2	195.6	202.3	197.1	243.6	246.6	247.5	247.1
Increase 1978-9													
1978-9	16.1	16.0	16.0	13.7	13.5	13.6	15.5	17.0	15.9	15.0	17.5	18.1	pence 17.6
1979-80	19.4	18.2	18.9	17.4	18.2	17.7	19.1	17.3	18.5	18.5	15.3	10.0	12.8

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:

\* 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.

† 370-1.

‡ 271-273; 276-278.

§ Except sea transport.

\*\* Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

## EARNINGS AND HOURS 5.4

### Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	Certain miscellaneous services**	Public administration	All industries covered
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	£ 72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	pence 164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
38.08	45.59	46.20	48.87	43.44	44.45	...	39.14	47.94	53.25	35.16	46.41	£ 44.31
41.94	52.12	53.62	55.33	49.15	50.08	...	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	...	48.23	70.29	72.38	46.40	57.04	58.24
58.82	71.01	74.01	82.15	64.95	68.40	...	61.45	81.75	92.14	56.76	76.18	68.73
36.1	36.8	37.2	38.5	37.5	37.2	...	37.9	36.0	41.3	38.3	39.4	37.4
36.0	36.7	37.5	38.1	37.0	37.2	...	38.5	36.8	43.5	38.4	40.3	37.4
36.0	36.8	36.7	38.3	37.4	37.2	...	37.2	37.6	43.3	38.3	40.5	37.4
36.4	37.3	36.8	38.2	37.3	37.3	...	38.5	37.0	42.3	38.4	39.8	37.5
105.5	123.9	124.2	126.9	115.8	119.5	...	103.3	133.2	128.9	91.8	117.8	pence 118.5
116.2	142.0	143.0	145.2	132.8	134.6	...	111.6	157.9	146.6	104.5	131.5	133.8
140.1	163.2	168.5	175.3	149.9	157.1	...	129.7	186.9	167.2	121.1	140.8	155.7
161.0	190.4	201.1	215.1	174.1	183.4	...	159.6	220.9	217.8	147.8	191.4	183.3

## Average earnings by level of skill: adult male manual workers: selected industries 5.5

SHIP REPAIRING †	CHEMICAL MANUFACTURE ‡													
	Semi-skilled workers			Labourers			All workers	Craftsmen			General workers			All workers
	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All	Time workers	PBR workers	All	
49.73	58.42	55.53	52.10	57.33	55.84	61.44	58.75	60.10	58.96	55.66	53.81	55.35	56.26	
63.07	68.39	66.85	63.76	63.01	63.23	72.02	76.10	74.53	75.98	70.28	70.27	70.28	71.74	
68.60	70.96	69.71	62.67	66.54	65.30	74.38	81.58	82.33	81.63	76.16	74.44	75.95	77.32	
76.66	75.95	76.3												



# 5.6 EARNINGS AND HOURS

## Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours		Weekly earnings (£)		Hours			
	excluding those whose pay was affected by absence		including overtime pay and overtime hours		excluding those whose pay was affected by absence		including overtime pay and overtime hours			
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours		
<b>April of each year</b>										
<b>FULL-TIME MEN, 21 years and over</b>										
Manual occupations										
1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	91.1
1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	91.1
1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2	119.2	119.2
1976	65.1	67.4	45.1	149.2	63.3	65.1	45.3	143.7	141.0	141.0
1977	71.8	74.2	45.6	162.6	69.5	71.5	45.7	156.5	154.3	154.3
1978	81.8	84.7	45.8	184.8	78.4	80.7	46.0	175.5	172.8	172.8
1979	94.5	97.9	46.0	212.8	90.1	93.0	46.2	201.2	197.5	197.5
1980	111.2	115.2	45.0	255.5	108.6	111.7	45.4	245.8	240.5	240.5
Non-manual occupations										
1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	121.7
1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	138.1
1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3	174.6	174.6
1976	80.2	80.9	39.1	204.3	81.0	81.6	38.5	210.3	210.6	210.6
1977	88.2	88.9	39.2	223.4	88.4	88.9	38.7	227.2	227.9	227.9
1978	102.4	103.0	39.4	258.1	99.9	100.7	38.7	257.1	257.9	257.9
1979	116.8	117.7	39.6	293.8	112.1	113.0	38.8	288.6	289.5	289.5
1980	143.6	144.8	39.4	362.3	140.4	141.3	38.7	360.8	361.3	361.3
All occupations										
1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	93.7
1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	107.2
1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9	139.3	139.3
1976	69.2	71.4	43.4	163.2	70.0	71.8	42.7	166.8	166.6	166.6
1977	76.1	78.5	43.8	177.7	76.8	78.6	43.0	181.1	181.5	181.5
1978	87.3	90.0	44.0	202.9	86.9	89.1	43.1	204.3	204.9	204.9
1979	100.5	103.7	44.2	231.8	98.8	101.4	43.2	232.2	232.4	232.4
1980	120.3	124.3	43.4	284.1	121.5	124.5	42.7	288.2	287.6	287.6
<b>FULL-TIME WOMEN, 18 years and over</b>										
Manual occupations										
1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	49.1
1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	58.7
1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6	81.1	81.1
1976	38.5	40.3	39.6	102.0	38.1	39.4	39.3	100.7	100.2	100.2
1977	43.0	45.0	39.8	113.4	42.2	43.7	39.4	111.2	110.7	110.7
1978	49.3	51.2	39.9	128.5	48.0	49.4	39.6	125.3	124.4	124.4
1979	55.4	57.9	39.9	145.4	53.4	55.2	39.6	139.9	138.7	138.7
1980	66.4	69.5	39.8	174.5	65.9	68.0	39.6	172.1	170.4	170.4
Non-manual occupations										
1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	66.1
1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	76.7
1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1	105.9	105.9
1976	42.8	43.1	37.1	115.9	48.5	48.8	36.5	132.0	131.8	131.8
1977	48.1	48.4	37.1	130.1	53.4	53.8	36.7	143.8	143.7	143.7
1978	54.9	55.2	37.2	148.0	58.5	59.1	36.7	158.1	157.9	157.9
1979	62.3	62.8	37.2	168.5	65.3	66.0	36.7	176.8	176.6	176.6
1980	76.7	77.1	37.3	205.8	82.0	82.7	36.7	221.2	220.7	220.7
All occupations										
1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	60.3
1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	70.6
1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5	98.3	98.3
1976	40.1	41.5	38.5	107.6	45.3	46.2	37.3	122.6	122.4	122.4
1977	44.9	46.4	38.7	120.0	50.0	51.0	37.5	134.0	133.9	133.9
1978	51.3	52.8	38.8	136.1	55.4	56.4	37.5	148.2	148.0	148.0
1979	57.9	60.0	38.8	154.6	61.8	63.0	37.5	166.0	165.7	165.7
1980	70.3	72.8	38.7	187.3	77.3	78.8	37.5	207.0	206.4	206.4
<b>FULL-TIME ADULTS</b>										
<b>(a) MEN, 21 years and over</b>										
WOMEN, 18 years and over										
All occupations										
1973	36.0	37.3	43.1	85.7	35.5	36.4	42.1	85.2	84.1	84.1
1974	40.8	42.3	43.0	97.6	40.6	41.7	42.0	97.8	96.8	96.8
1975	52.1	54.2	42.3	127.2	52.7	54.0	41.3	128.9	127.7	127.7
1976	62.5	64.7	42.3	151.8	62.7	64.2	41.1	154.7	153.8	153.8
1977	68.9	71.3	42.7	165.8	68.7	70.2	41.3	168.0	167.5	167.5
1978	78.8	81.5	42.8	188.7	77.3	79.1	41.4	188.6	187.9	187.9
1979	90.4	93.7	43.0	216.7	87.4	89.6	41.5	213.6	212.4	212.4
1980	108.4	112.4	42.3	263.3	107.7	110.2	41.1	264.8	262.8	262.8
<b>(b) MALES AND FEMALES, 18 years and over</b>										
All occupations										
1973	35.6	36.8	43.1	84.6	35.0	35.9	42.1	84.1	82.9	82.9
1974	40.3	41.8	43.0	96.4	40.1	41.1	42.0	96.6	95.5	95.5
1975	51.5	53.6	42.3	125.8	52.0	53.4	41.4	127.3	126.0	126.0
1976	61.8	64.0	42.5	150.1	61.8	63.4	41.1	152.6	151.6	151.6
1977	68.0	70.4	42.7	163.8	67.8	69.3	41.3	165.7	165.1	165.1
1978	77.8	80.5	42.8	186.5	76.3	78.1	41.4	186.1	185.3	185.3
1979	89.1	92.5	43.0	213.9	86.2	88.4	41.5	210.7	209.3	209.3
1980	106.9	110.9	42.3	259.8	106.3	108.7	41.1	261.1	259.0	259.0

Note: New Earnings Survey estimates. From 1974, age has been measured in completed years at January 1; but previously at the time of the survey.

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Labour costs	1968	1973	1975	1978	1979	1980	Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy																				
							Pence per hour																									
Labour costs	58.25	106.90	161.68	244.54	290.05	349.43	73.80	143.45	249.36	365.12	427.21	522.88	60.72	107.32	156.95	222.46	257.66	316.88	66.55	129.61	217.22	324.00	383.44	483.39	59.58	109.37	166.76	249.14	294.17	356.45		
Percentage shares of labour costs*													Per cent																			
Wages and salaries †	91.3	89.9	88.1	84.3	83.1	82.0	82.8	82.5	76.8	76.2	76.3	75.9	87.7	91.1	90.2	87.8	86.6	86.0	85.6	87.1	84.7	82.9	78.2	77.5	77.3	90.2	89.3	87.5	83.9	82.8	81.9	
of which Holiday, sickness, injury and maternity pay	7.4	8.4	9.4	9.2	9.1	9.0	8.6	12.0	10.8	9.3	9.3	9.3	5.2	6.4	6.4	6.7	6.8	6.7	6.7	10.5	11.1	11.2	11.1	11.1	11.1	7.3	9.3	9.3	9.0	8.9	8.8	
Statutory national insurance contributions	4.4	4.9	6.5	8.5	9.1	9.1	3.8	4.3	5.7	6.7	7.4	7.4	4.2	4.9	6.0	6.9	7.4	7.5	7.5	3.8	4.5	6.0	6.9	7.4	7.5	4.3	4.9	6.4	8.4	9.0	9.0	
Private social welfare payments	3.2	3.5	3.5	4.8	4.8	5.0	5.7	10.9	9.4	9.4	9.6	9.6	1.4	1.6	1.6	1.6	1.6	1.6	1.6	6.3	8.0	8.5	12.2	12.5	12.6	3.2	3.7	4.2	5.1	5.3	5.5	
Payments in kind and subsidised services	1.0	1.2	1.2	1.4	1.4	1.4	5.8	5.9	5.5	6.0	6.0	6.0	1.2	0.8	0.8	0.8	0.8	0.8	0.8	1.1	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.4	1.6	1.6	1.6
Training (excluding wages and salaries element)	0.8	0.4	0.3	0.3	0.3	0.3	0.2	0.3	0.4	0.4	0.4	0.4	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.9	0.7	0.7	0.7	0.7	0.7	0.7	0.4	0.4	0.4	0.4	0.4	0.4
Other labour costs ‡	-0.7	-	-	-	-	-	1.7	1.2	0.7	0.7	0.7	0.7	5.2	1.2	0.9	0.8	0.8	0.8	0.8	0.7	0.9	0.9	0.9	0.9	0.9	0.3	0.4	0.4	0.4	0.4	0.4	
Labour costs per unit of output §													% change over previous year		1975=100 % change over previous year																	
	1976	1977	1978	1979	1980		113.1	13.1	85.6	110.9	104.0	110.9	111.2	11.2	11.2																	
	126.0	11.4	64.5	118.3	107.6	119.5	144.4	14.6	63.2	126.5	133.4	133.4	122.1	9.8	9.8																	
	165.3	14.5	58.8	153.6	136.2	150.3	...	...	...	...	...	...	157.4	15.9	15.9																	
	...	...	...	...	...	...	...	...	...	...	...	...	188.4	19.7	19.7																	
	Q1	Q2	Q3	Q4	1981 Q1		...	...	...	...	...	...	173.7	16.7	16.7																	
	...	...	...	...	...		...	...	...	...	...	...	185.1	22.2	22.2																	
	...	...	...	...																												



# 5.8 WAGE RATES AND HOURS

## Indices of basic national wage-rates and normal weekly hours: manual workers: by industry

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
JULY 1972 = 100										
<b>Basic weekly wage rates</b>										
Weights										
1977	247	225	228	218	218	232	220	232	218	213
1978 Annual averages	273	247	250	240	271	254	243	255	242	248
1979	310	276	285	265	314	288	280	300	276	279
1980	371	334	325	324	369	330	318	355	321	335
1979 June	310	276	288	275	305	297	270	303	275	280
July	310	276	288	275	305	298	290	303	275	280
Aug	310	276	293	275	307	298	290	303	275	280
Sep	310	276	294	276	308	300	290	307	280	280
Oct	310	276	297	276	308	300	290	307	280	280
Nov	310	276	297	275	358*	300	290	307	297	280
Dec	316	301	309	275	358	302	290	307	297	280
1980 Jan	367	301	319	279	361	306	304	339	297	334
Feb	370	326	319	283	361	306	304	339	297	334
Mar	370	326	319	283	361	307	304	345	307	334
April	370	337	320	283	363	308	304	354	321	336
May	370	337	320	323	366	338	304	354	324	336
June	373	337	320	351	366	341	304	354	324	336
July	373	337	321	351	366	341	331	359	324	336
Aug	373	337	326	348	366	341	331	359	324	336
Sep	373	337	326	348	366	344	331	364	328	336
Oct	373	337	326	348	367	344	331	364	328	336
Nov	373	337	345	348	393	344	331	364	338	336
Dec	373	366	345	348	393	345	331	364	338	336
1981 Jan	404	366	347	350	394	348	342	392	338	362
Feb	411	366	347	350	394	348	342	392	338	362
Mar	411	366	347	350	394	348	342	395	338	362
Apr	411	367	347	350	396	348	342	395	343	363
May	411	367	347	354	396	362	342	395	350	363
June	411	367	347	357	396	363	342	395	350	363
July	411	367	348	357	396	364	342	395	350	363
Hours										
<b>Normal weekly hours</b>										
1977	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978 Annual averages	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5
1981 July	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.1
JULY 1972 = 100										
<b>Basic wage rates adjusted for changes in normal weekly hours</b>										
1977	259	225	229	218	218	232	220	232	218	213
1978 Annual averages	286	247	251	240	271	254	243	255	243	248
1979	326	276	286	265	314	288	280	300	276	279
1980	390	334	327	324	369	380	318	355	321	340
1979 June	325	276	289	275	305	297	270	303	275	280
July	325	276	289	275	305	298	290	303	275	280
Aug	325	276	294	275	307	298	290	303	275	280
Sep	325	276	295	276	308	300	290	307	281	280
Oct	325	276	298	276	308	300	290	307	281	280
Nov	325	276	298	275	358*	300	290	307	298	280
Dec	332	301	310	275	358	302	290	307	298	280
1980 Jan	386	301	320	279	361	306	304	339	298	338
Feb	389	326	320	283	361	306	304	339	298	338
Mar	389	326	320	283	361	307	304	345	308	339
April	389	337	321	283	363	308	304	354	322	340
May	389	337	321	323	366	338	304	354	324	340
June	391	337	321	351	366	341	304	354	324	340
July	391	337	322	351	366	341	331	359	324	340
Aug	391	337	327	348	366	341	331	359	324	340
Sep	391	337	327	348	366	344	331	364	328	340
Oct	391	337	327	348	367	344	331	364	328	340
Nov	391	337	346	348	393	344	331	364	339	340
Dec	391	366	346	348	393	345	331	364	339	340
1981 Jan	425	366	349	350	394	348	342	392	339	371
Feb	432	366	349	350	394	348	342	392	339	371
Mar	432	366	349	350	394	348	342	395	339	371
Apr	432	367	349	350	396	348	342	395	343	372
May	432	367	349	354	396	362	342	395	351	372
June	432	367	349	357	396	363	342	395	351	372
July	432	367	349	357	396	364	342	395	351	372

\* The figures for November 1979 include the effects of the delayed agreement for engineering workers.  
 † The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups which are significantly affected by agreements remaining outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.

# WAGE RATES AND HOURS 5.8

## Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
JULY 1972 = 100									
<b>Basic weekly wage rates</b>									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
209	268	214	213	243	230	233	218.9	227.3	Annual averages
232	290	261	232	272	252	253	258.8	259.3	
270	321	301	266	320	281	319	297.5	298.1	
310	374	384	318	380	329	386	348.5	351.8	
275	333	299	266	312	274	321	294.0	296.2	June 1979
277	333	307	272	325	278	321	294.6	298.7	July
282	334	307	272	325	282	321	296.7	300.2	Aug
282	334	308	272	325	282	321	297.7	300.8	Sep
282	334	318	272	338	282	334	298.4	303.1	Oct
282	334	318	272	341	297	335	327.3*	319.4*	Nov
282	334	323	272	351	314	339	328.5	323.4	Dec
286	336	348	294	353	314	370	335.5	332.9	Jan 1980
287	336	348	294	356	314	377	336.6	335.0	Feb
287	336	379	303	356	314	377	337.4	336.9	Mar
310	336	379	312	374	326	377	340.6	342.2	April
310	336	379	322	385	326	377	346.7	347.3	May
312	399	379	322	390	326	388	348.6	355.5	June
313	399	380	328	390	332	388	349.1	356.8	July
319	399	380	328	390	332	388	350.0	357.3	Aug
319	403	381	328	390	332	388	350.7	358.1	Sep
319	403	417	328	390	332	399	351.0	359.5	Oct
319	403	417	328	390	342	399	367.8	368.9	Nov
319	403	420	328	394	356	399	367.9	371.4	Dec
319	403	436	336	395	356	410	371.7	375.8	Jan 1981
324	404	436	336	396	356	416	372.1	376.6	Feb
324	404	461	339	397	356	416	372.2	377.6	Mar
324	404	461	344	427	356	416	375.4	382.3	Apr
355	404	461	344	428	356	416	377.3	383.3	May
355	404	461	344	428	356	420	377.6	383.7	June
355	426	461	347	428	356	420	377.7	386.1	July
Normal weekly hours									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	Annual averages
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	
39.2	39.9	38.5	40.4	39.7	40.0	39.9	39.9	39.8	July 1981
JULY 1972 = 100									
<b>Basic wage rates adjusted for changes in normal weekly hours</b>									
209	268	219	213	249	230	240	219.0	228.6	Annual averages
232	291	268	232	279	252	260	259.0	260.9	
270	321	309	268	327	281	330	297.7	300.2	
310	375	393	319	389	329	398	348.8	354.6	
275	334	307	267	319	274	331	294.2	298.4	June 1979
277	334	315	273	333	278	331	294.8	300.9	July
282	335	315	273	333	282	331	296.9	302.3	Aug
282	335	316	274	333	282	331	297.9	303.0	Sep



## Selected countries: wages per head: manufacturing (manual workers)

EARNINGS

5.9

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
<b>Annual averages</b>																		
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0	Indices 1975 = 100	
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	74	79
1973	67.7	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.4 R	114.4 R	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.4 R	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	146.9 R	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.8 R	147.1	132.4	140	147	152.7	164.1	127	232	178	213.7	138.7	128	143	264.8	147.2	109.2	139
1980	200.1 R	163.1	142.8	153	162	169.8	188.8	135	295	216	261.7	149.9	134	157	313.8	160.2	114.8	151
<b>Quarterly averages</b>																		
1979 Q4	182.2 R	150.6	135.9	146	152	162.0	169.7	128	251	191	231.1	141.7	130	143	283.6	149.7	109.4	143
1980 Q1	187.0 R	158.7	139.5	146	156	163.8	175.4	129	278	203	241.5	144.7	133	146	284.8	154.5	114.9	145
Q2	197.2 R	159.4	140.3	151	159	168.6	181.9	135	291	212	253.9	148.6	133	151	315.7	157.7	113.8	148
Q3	206.4 R	166.9	141.2	153	164	171.0	189.3	137	298	215	269.6	151.3	135	166	314.7 R	160.7	114.7	152
Q4	209.7 R	167.7	149.6	161	169	176.0	195.5	137	313	232	281.6	153.1	135	165	341.7	167.8	115.8	157
1981 Q1	215.9 R	173.9	146.5	160	173	178.3	201.3	138	..	..	297.4	153.5	135 R	..	..	171.5	121.0	161
<b>Monthly</b>																		
1980 Dec	211.2 R	167.8	151.1	161	170	179.4	..	..	..	232	285.9	155.3	135	..	357.9	170.7	..	159
1981 Jan	213.2 R	173.9	141.7	..	172 R	175.5	201.3	138	..	..	286.7	154.1	135 R	..	342.8	172.1	..	160
Feb	216.6 R	173.9	148.3	..	174	177.1	..	..	..	..	299.5	153.3	135 R	..	..	171.1	..	160
Mar	217.9 R	173.9	149.4	160	175	182.4	..	..	..	..	305.9	153.2	135 R	..	..	171.3	..	161
Apr	216.5 R	174.0	..	..	..	..	..	..	..	..	305.9	156.0	135 R	..	..	..	..	163
May	[217.9]	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	164
<b>Increases on a year earlier</b>																		
<b>Annual averages</b>																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	Per cent
1973	13	13	13	17	9	13	15	11	16	20	24	23	12	11	19	8	..	7
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	3	8
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	9
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	8	5	10	19	9	5	9
<b>Quarterly averages</b>																		
1979 Q4	18	7	6	8	9	14	13	5	22	18	22	8	4	1	21	8	2	8
1980 Q1	17	10	7	9	10	13	14	4	29	23	22	8	5	3	17	9	5	7
Q2	18	9	8	8	10	12	15	6	27	24	23	9	5	5	20	6	5	8
Q3	21	12	6	10	10	11	16	7	28	16	23	8	4	16	17 R	9	5	9
Q4	15	11	10	10	11	9	15	7	25	22	22	8	4	15	20	12	6	10
1981 Q1	15	10	5	9	11	9	15	7	..	..	..	6	2 R	..	..	11	5	11
<b>Monthly</b>																		
1980 Dec	14	11	10	10	12	9	..	..	..	22	22	9	4	..	19	12	..	11
1981 Jan	16	10	2	..	12 R	8	15	7	..	..	22	7	1	..	23	13	..	11
Feb	16	10	4	..	12 R	8	..	..	..	..	22	6	1	..	..	11	..	10
Mar	14	9	9	9	11	10	..	..	..	..	25	5	1	..	..	10	..	10
Apr	12	9	..	..	..	..	..	..	..	..	25	6	..	..	..	..	..	11
May	[11]	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11

Source: OECD—Main Economic Indicators.

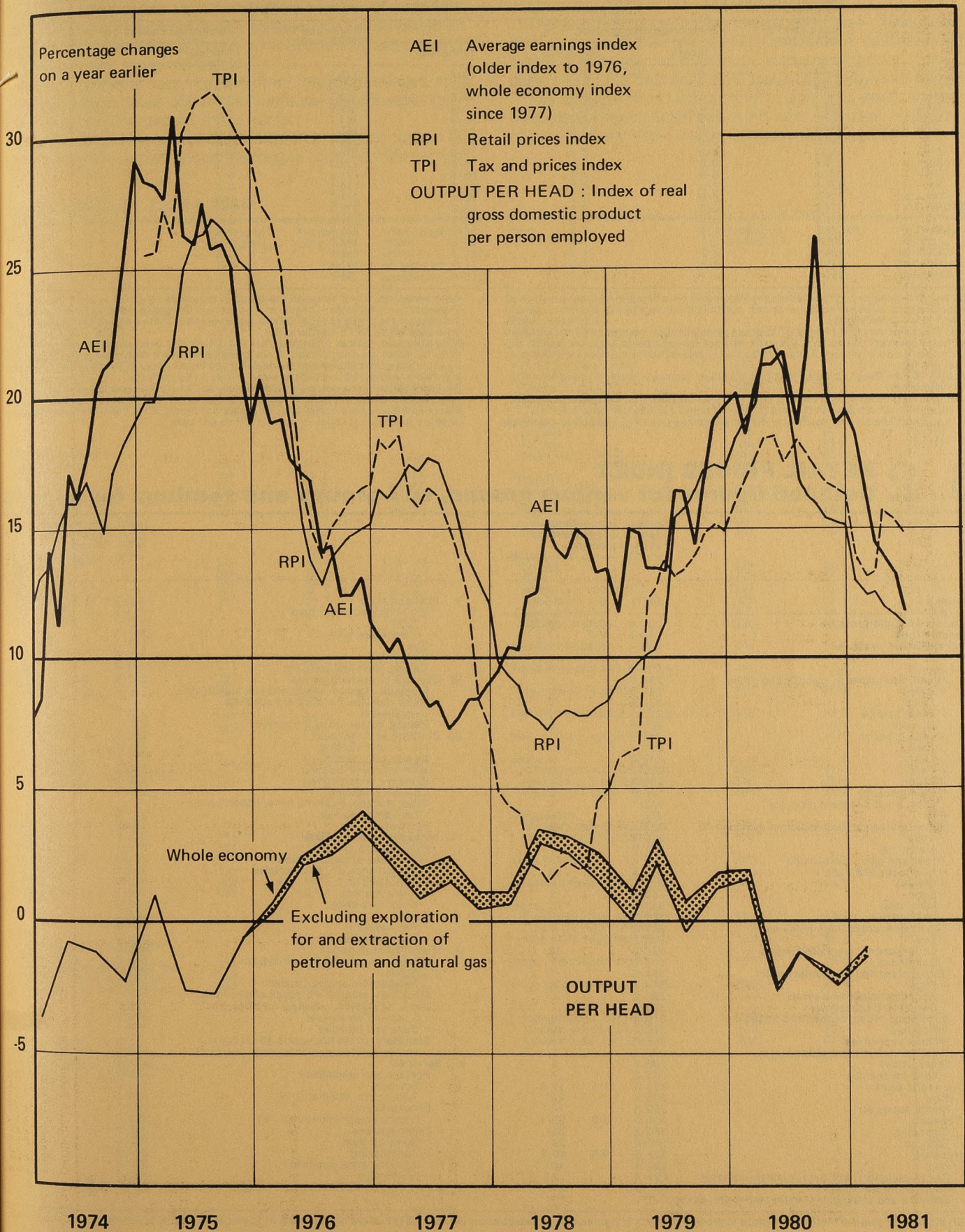
Notes: 1 Wages and salaries on a weekly basis (all employees).  
 2 Seasonally adjusted.  
 3 Males only.  
 4 Hourly wage rates.  
 5 Monthly earnings.

6 Including mining.  
 7 Including mining and transport.  
 8 Hourly earnings.  
 9 All industries.  
 10 Production workers.



# EARNINGS C2

## Earnings, prices, output per head





# 6.1 RETAIL PRICES

## Recent movements in the all-items index and in the index excluding seasonal foods for July 14

	All items			All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1980 Jan	245.3	2.5	7.1	18.4	246.2	2.4	7.0
Feb	248.8	1.4	7.8	19.1	249.8	1.5	7.6
Mar	252.2	1.4	8.1	19.8	253.2	1.4	7.9
Apr	260.8	3.4	10.7	21.8	262.0	3.5	10.5
May	263.2	0.9	10.7	21.9	264.7	1.0	10.8
June	265.7	0.9	11.0	21.0	267.1	0.9	11.1
July	267.9	0.8	9.2	16.9	269.3	0.8	9.4
Aug	268.5	0.2	7.9	16.3	270.5	0.4	8.3
Sep	270.2	0.6	7.1	15.9	272.3	0.7	7.5
Oct	271.9	0.6	4.3	15.4	274.1	0.7	4.6
Nov	274.1	0.8	4.1	15.3	276.3	0.8	4.4
Dec	275.6	0.5	3.7	15.1	277.6	0.5	3.9
1981 Jan	277.3	0.6	3.5	13.0	279.3	0.6	3.7
Feb	279.8	0.9	4.2	12.5	281.8	0.9	4.2
Mar	284.0	1.5	5.1	12.6	285.9	1.5	5.0
Apr	292.2	2.9	7.5	12.0	294.1	2.9	7.3
May	294.1	0.7	7.3	11.7	295.8	0.6	7.1
June	295.8	0.6	7.3	11.3	297.3	0.5	7.1
July	297.1	0.4	7.1	10.9	298.9	0.5	7.0

The rise in the index for July resulted mainly from higher prices for alcoholic drink, petrol, oil and motor vehicles. Lower seasonal prices, particularly for vegetables and lamb, caused the food index to fall slightly.

**Food:** There was very little change in the group index although the seasonal food index fell by almost 2.3 per cent. Significant falls were recorded for vegetables, eggs and mutton and lamb but there were a number of small increases in basic non-seasonal foods which almost off-set this fall.

**Alcoholic drink:** The group index rose by 1.3 per cent. Increases were recorded for wines, spirits and beers.

**Housing:** The total amount of interest paid by owner occupiers on mortgages increased. This resulted in an increase in the group index of about 1/2 of one per cent.

**Fuel and light:** The continuing effect of the increased charges for gas and electricity which

were introduced in April caused the group index to rise by about 1 1/2 per cent. **Transport and vehicles:** The rise of 1 per cent in this group index was mainly caused by increases in the prices of petrol, oil and motor vehicles. There was a rise in the cost of motor insurance which had a smaller effect.

**Miscellaneous goods:** Increased prices for books and newspapers increased the group index by about 1/2 of one per cent. Although increases were recorded for Sunday and daily newspapers, both national and provincial, those for the national Sunday newspapers were significant. Increased book prices were mainly on paperbacks.

**Services:** Small increases were recorded with all items in this group except for postal and telecommunications services. Overall the group index rose by about 1/2 of one per cent.

**Meals out:** Increases in the cost of restaurant meals were mainly responsible for an increase in the group index of about 1/2 of one per cent.

# 6.2 RETAIL PRICES INDEX

## Detailed figures for various groups, sub-groups and sections for June 16

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		<b>All items</b>	297.1		0.4	10.9
<b>All items excluding food</b>	302.0	0.6	11.0			
<b>Seasonal food</b>	250.3	-2.7	7.0			
<b>Food excluding seasonal</b>	285.1	0.3	7.5			
<b>I Food</b>	279.6	-0.1	7.6			
Bread, flour, cereals, biscuits and cakes	294.6	8				
Bread	285.9	8				
Flour	254.3	7				
Other cereals	325.5	10				
Biscuits	286.6	3				
<b>Meat and bacon</b>	233.8	7				
Beef	281.4	11				
Lamb	242.0	9				
Pork	213.1	6				
Bacon	205.3	4				
Ham (cooked)	199.8	2				
Other meat and meat products	215.1	4				
Fish	228.7	4				
Butter, margarine, lard and other cooking fats	295.8	3				
Butter	380.4	5				
Margarine	213.9	-1				
Lard and other cooking fats	195.6	-1				
Milk, cheese and eggs	279.1	10				
Cheese	323.4	10				
Eggs	149.3	5				
Milk, fresh	333.3	12				
Milk, canned, dried etc	346.3	10				
Tea, coffee, cocoa, soft drinks etc	304.5	4				
Tea	306.2	14				
Coffee, cocoa, proprietary drinks	324.5	-8				
Soft drinks	307.2	8				
Sugar, preserves and confectionery	382.2	7				
Sugar	345.8	7				
Jam, marmalade and syrup	292.0	6				
Sweets and chocolates	384.5	7				
Vegetables, fresh, canned and frozen	310.8	16				
Potatoes	340.7	16				
Other vegetables	286.0	18				
Fruit, fresh, dried and canned	252.0	-7				
Other foods	300.8	9				
Food for animals	265.2	7				
<b>II Alcoholic drink</b>	311.0	1.5	17.3			
Beer	349.1	20				
Spirits, wines etc	259.3	14				
<b>III Tobacco</b>	362.2	0.0	23.1			
Cigarettes	363.2	23				
Tobacco	352.2	22				
<b>IV Housing</b>	322.6	0.3	16.5			
Rent	304.4	40				
Owner-occupiers' mortgage interest payments	291.4	0				
Rates and water charges	381.0	21				
Materials and charges for repairs and maintenance	331.1	10				
<b>V Fuel and light</b>	389.2	1.3	20.6			
Coal and smokeless fuels	374.8	9				
Coal	379.4	9				
Smokeless fuels	363.9	10				
Gas	277.4	25				
Electricity	451.9	22				
Oil and other fuel and light appliances	487.6	14				
<b>VI Durable household goods</b>	236.8	0.2	4.6			
Furniture, floor coverings and soft furnishings	246.7	3				
Radio, television and other household appliances	205.9	4				
Pottery, glassware and hardware	301.1	9				
<b>VII Clothing and footwear</b>	206.9	-0.1	-0.3			
Men's outer clothing	231.4	3				
Men's underclothing	292.9	5				
Women's outer clothing	158.7	4				
Women's underclothing	252.2	2				
Children's clothing	219.3	2				
Other clothing, including hose, haberdashery, hats and materials	211.6	-2				
Footwear	220.3	0				
<b>VIII Transport and vehicles</b>	325.7	1.0	10.8			
Motoring and cycling	316.8	10				
Purchase of motor vehicles	284.1	6				
Maintenance of motor vehicles	339.5	8				
Petrol and oil	378.0	15				
Motor licences	278.7	17				
Motor insurance	298.3	14				
Fares	384.5	14				
Rail transport	397.8	17				
Road transport	378.9	12				
<b>IX Miscellaneous goods</b>	299.8	-0.7	7.3			
Books, newspapers and periodicals	369.3	18				
Books	357.2	18				
Newspapers and periodicals	372.3	18				
Medicines, surgical etc goods and toiletries	291.3	10				
Soap, detergents, polishes, matches, etc	322.2	8				
Soap and detergents	278.8	8				
Soda and polishes	379.5	8				
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	267.1	2				
<b>X Services</b>	299.4	0.3	13.5			
Postage and telephones	323.1	22				
Postage	411.0	17				
Telephones, telegrams, etc	300.5	24				
Entertainment	245.7	12				
Entertainment (other than TV)	351.5	22				
Other services	348.5	11				
Domestic help	372.9	12				
Hairdressing	354.9	12				
Boot and shoe repairing	358.8	13				
Laundry	321.3	13				
<b>XI Meals bought and consumed outside the home</b>	319.7	0.8	8.5			

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels.

# RETAIL PRICES 6.3

## Average retail prices of items of food

Average retail prices on July 14, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items.

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which

at least four-fifths of the recorded prices fell. The average prices given below have been calculated in accordance with the new stratification scheme described in the article "Technical improvements in the retail prices index" on page 148 of the February 1978 issue of *Employment Gazette*.

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page S57 of the February 1981 issue of *Employment Gazette*.

### Average prices on July 14, 1981\*

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: home-killed</b>				<b>Fresh vegetables</b>			
Chuck (braising steak)	661	143.2	128-159	Potatoes, old loose	—	—	—
Sirolin (without bone)	617	242.9	189-305	White	—	—	—
Silverside (without bone)†	672	187.7	171-204	Red	—	—	—
Best beef mince	644	102.6	86-130	Potatoes, new loose	570	11.0	9-14
Fore ribs (with bone)	519	126.7	100-162	Tomatoes	657	38.7	33-45
Brisket (without bone)	633	125.7	102-153	Cabbage, greens	437	20.3	14-27
Rump steak†	670	254.8	210-290	Cabbage, hearted	396	20.2	14-27
Stewing steak	620	126.4	108-148	Cauliflower	432	28.5	16-40
				Brussels sprouts	—	—	—
<b>Lamb: home-killed</b>				Carrots	636	20.2	16-28
Loin (with bone)	550	162.5	134-189	Onions	650	20.4	15-27
Breast†	534	45.3	30-64	Mushrooms, per lb	588	23.4	18-27
Best end of neck	483	111.5	62-162				
Shoulder (with bone)	548	101.4	82-130	<b>Fresh fruit</b>			
Leg (with bone)	573	150.3	132-180	Apples, cooking	571	19.7	15-24
				Apples, dessert	651	24.6	18-30
<b>Lamb: imported</b>				Pears, dessert	571	28.5	23-35
Loin (with bone)	374	126.4	108-146	Oranges	522	23.2	18-30
Breast†	384	34.9	25-46	Bananas	637	28.7	25-32
Best end of neck	352	93.9	60-126				
Shoulder (with bone)	406	82.4	72-94	<b>Bacon</b>			
Leg (with bone)	413	132.3	120-150	Collar†	365	90.1	74-110
				Gammon†	414	134.9	110-165
<b>Pork: home-killed</b>				Middle cut, smoked†	342	109.3	92-128
Leg (foot off)	614	96.1	78-128	Back, smoked	295	127.3	114-148
Belly†	634	71.3	60-84	Back, unsmoked	376	125.7	108-148
Loin (with bone)	660	118.4	104-142	Streaky, smoked	250	83.7	74-98
Filler (without bone)	454	146.1	110-207				
<b>Pork sausages</b>				Ham (not shoulder)	549	169.5	128-207
Beef sausages	667	66.5	54-78	Pork luncheon meat, 12 oz can	461	41.5	33-48
	495	59.5	49-72	Corned beef, 12 oz can	516	85.3	72-96
<b>Roasting chicken, frozen</b>				Canned (red) salmon, half-size can	570	89.5	80-100
(3lb oven ready)	454	53.1	49-60	Milk, ordinary, per pint	—	18.5	—
Roasting chicken, fresh or chilled				<b>Butter</b>			
(4lb oven ready)	467	69.5	60-76	Home-produced, per 500g	523	91.3	82-102
				New Zealand, per 500g	515	87.3	



# 6.4 RETAIL PRICES

## General index of retail prices

# RETAIL PRICES 6.4

## General index of retail prices

UNITED KINGDOM		ALL ITEMS	FOOD*					All items except food	All items except items of food the prices of which show significant seasonal variations	UNITED KINGDOM															
			All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom					Goods and services mainly produced by nationalised industries †	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home				
						Primarily from home-produced raw materials	Primarily from imported raw materials	All	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption												Weights			
Weights	1969	1,000	254	44 0-45 5	208 5-210 0	38 8-39 9	64 3-64 7	103 1-104 6	51 4	54 0	746	954 5-956 0	952 5-954 0	93	64	68	118	61	60	86	124	66	57	42	
	1970	1,000	255	46 0-47 5	207 5-209 0	38 5-39 5	64 6-65 1	103 1-104 6	48 7	55 7	745	952 5-954 0	950 5-952 0	92	66	64	119	61	60	86	126	65	55	43	
	1971	1,000	250	41 7-43 2	206 8-208 3	41 0-42 0	63 8-64 3	104 8-106 3	47 5	54 5	750	956 8-958 3	954 8-956 3	91	65	59	119	60	61	87	136	65	54	44	
	1972	1,000	251	39 6-41 1	209 6-211 4	39 9-41 1	61 7-62 3	101 6-103 4	50 3	57 7	749	958 6-960 4	956 6-958 4	92	66	53	121	60	58	89	139	65	52	46	
	1973	1,000	248	41 3-42 5	205 5-206 7	38 0-38 9	58 9-59 2	96 9-98 1	53 3	55 3	752	957 5-958 7	955 5-956 7	89	73	49	126	58	58	89	135	65	53	46	
	1974	1,000	253	47 5-48 8	204 2-205 5	39 2-40 0	57 1-57 6	96 3-97 6	48 7	59 2	747	951 2-952 5	949 2-950 5	80	70	43	124	52	64	91	135	63	54	51	
	1975	1,000	232	33 7-38 1	193 9-198 3	40 4-41 6	66 0-66 6	106 4-108 2	42 3-45 3	42 9-46 1	768	961 9-966 3	959 9-964 3	77	82	46	108	53	70	89	149	52	48	48	
	1976	1,000	228	39 2-42 0	186 0-188 8	35 9-36 9	56 9-57 3	92 8-94 2	50 7	42 1-43 9	772	958 0-960 8	956 0-958 8	90	81	46	112	56	75	84	140	74	57	47	
	1977	1,000	247	44 2-46 7	200 3-202 8	38 0-39 0	62 0-62 2	100 0-101 2	53 0	47 0-48 7	753	953 3-955 8	951 3-953 8	89	83	46	112	58	63	82	139	71	54	45	
	1978	1,000	233	30 4-33 5	199 5-202 6	38 5-39 7	63 3-63 9	101 8-103 6	51 4	46 1-48 0	767	966 5-969 6	964 5-967 6	93	85	48	113	60	64	80	140	70	56	51	
	1979	1,000	232	33 4-36 0	196 0-198 6	37 7-38 9	60 9-61 5	98 6-100 4	52 5	44 7-46 2	768	964 0-966 6	962 0-964 6	89	87	44	120	59	64	82	143	69	59	51	
	1980	1,000	214	30 4-33 2	180 9-183 6	34 5-35 9	59 1-59 7	93 6-95 6	48 0	38 8-40 6	786	966 8-969 6	964 8-967 6	94	82	40	124	59	69	84	151	74	62	41	
	1981	1,000	207	[29 6]	[177 4]	[35 2]	[57 1]	[92 3]	48 4	[36 7]	793	[970 4]	[968 4]	101	79	36	135	62	65	81	152	75	66	42	
Jan 16, 1962 = 100																									
1969			131 8	131 0	136 2	130 1	126 0	133 0	130 5	136 8	123 8	132 2	131 7	140 1	136 2	135 5	147 0	137 8	118 3	117 7	123 9	132 2	142 5	135 0	1969
1970			140 2	140 1	142 5	139 9	136 2	143 4	140 8	145 6	133 3	140 3	140 2	149 8	143 9	136 3	158 1	145 7	126 0	123 8	132 1	142 8	153 8	145 5	1970
1971			153 4	155 6	155 4	156 0	150 7	156 2	154 3	167 3	149 8	152 8	153 5	172 0	152 7	138 5	172 6	160 9	135 4	132 2	147 2	159 1	169 6	165 0	1971
1972			164 3	169 4	171 0	169 5	163 9	165 6	165 2	181 5	167 2	162 7	164 1	185 2	159 0	139 5	190 7	173 4	140 5	141 8	155 9	168 0	180 5	180 3	1972
1973			179 4	194 9	224 1	189 7	178 0	171 1	174 2	213 6	198 0	174 5	177 7	181 9	164 2	141 2	213 1	178 3	148 7	155 1	165 0	172 6	202 4	211 0	1973
1974			208 2	230 0	262 0	224 2	220 0	221 2	221 1	212 5	238 4	201 2	206 1	215 6	182 1	164 8	238 2	208 8	170 8	182 3	194 3	202 7	227 2	248 3	1974
1969	Jan 14		129 1	126 1	124 6	126 7	121 7	129 6	126 7	133 4	121 1	130 2	129 3	139 9	134 7	135 1	143 7	138 4	116 1	115 1	122 2	130 2	140 2	130 5	Jan 14 1969
1970	Jan 20		135 5	134 7	136 8	134 5	130 6	137 6	135 1	140 6	128 2	135 8	135 5	146 4	143 0	135 8	150 6	145 3	122 2	120 5	125 4	136 4	147 6	139 4	Jan 20 1970
1971	Jan 19		147 0	147 0	145 2	147 8	146 2	151 6	149 7	153 4	139 3	147 0	147 1	160 9	151 3	138 6	164 2	152 6	132 3	128 4	141 2	151 2	160 8	153 1	Jan 19 1971
1972	Jan 18		159 0	163 9	158 5	165 4	158 8	163 2	161 8	176 1	163 1	157 4	159 1	179 9	154 1	138 4	178 8	168 2	138 1	136 7	151 8	166 2	174 7	172 9	Jan 18 1972
1973	Jan 16		171 3	180 4	187 1	179 5	170 8	168 8	170 0	205 0	176 0	168 4	170 8	190 2	163 3	141 6	203 8	178 3	144 2	146 8	159 4	169 8	189 6	190 2	Jan 16 1973
1974	Jan 15		191 8	216 7	254 4	209 8	196 9	191 9	193 7	224 5	227 0	184 0	189 4	198 9	166 0	142 2	225 1	188 6	158 3	166 6	175 0	182 2	212 8	229 5	Jan 15 1974
Jan 15, 1974 = 100																									
1974			108 5	106 1	103 0	106 9	111 7	115 9	114 2	94 7	105 0	109 3	108 8	108 4	109 7	115 9	105 8	110 7	107 9	109 4	111 0	111 2	106 8	108 2	1974
1975			134 8	133 3	129 8	134 3	140 7	156 8	150 2	116 9	120 9	135 2	135 1	147 5	135 2	147 7	125 5	147 4	131 2	125 7	143 9	138 6	135 5	132 4	1975
1976			157 1	159 9	177 7	156 8	161 4	171 6	167 4	147 7	142 9	156 4	156 5	185 4	159 3	171 3	143 2	182 4	144 2	139 4	166 0	161 3	159 5	157 3	1976
1977			182 0	190 3	197 0	189 1	192 4	208 2	201 8	175 0	175 6	179 7	181 5	208 1	183 4	209 7	161 8	211 3	166 8	157 4	190 3	188 3	173 3	185 7	1977
1978			197 1	203 8	208 4	210 8	231 1	222 9	197 8	187 6	195 2	197 8	197 8	227 3	196 0	226 2	173 4	227 5	182 1	171 0	207 2	206 7	192 0	207 8	1978
1979			223 5	228 3	211 1	231 7	232 9	255 9	246 7	224 6	205 7	222 2	224 1	246 7	217 1	247 6	208 9	247 6	250 5	201 9	243 1	236 4	213 9	239 9	1979
1980			263 7	255 9	224 5	262 0	271 0	293 6	284 5	249 8	226 3	265 9	265 3	307 9	261 8	290 1	269 5	313 2	226 3	205 4	288 7	276 9	262 7	290 0	1980
1975	Jan 14		119 9	118 3	106 6	121 1	128 9	143 3	137 5	98 1	113 3	120 4	120 5	119 9	118 2	124 0	110 3	124 9	118 3	118 6	130 3	125 2	115 8	118 7	Jan 14 1975
1976	Jan 13		147 9	148 3	158 6	146 6	151 2	162 4	157 8	137 3	132 4	147 9	147 6	172 8	149 0	162 6	134 8	168 7	140 8	131 5	157 0	152 3	154 0	146 2	Jan 13 1976
1977	Jan 18		172 4	183 2	214 8	177 1	178 7	189 7	185 2	169 6	165 7	169 3	170 9	198 7	173 7	193 2	154 1	198 8	157 0	148 5	178 9	176 2	166 8	172 3	Jan 18 1977
1978	Jan 17		189 5	196 1	173 9	200 4	202 8	222 4	214 5	186 7	183 9	187 6	190 2	220 1	188 9	222 8	164 3	219 9	175 2	163 6	198 7	198 6	186 6	199 5	Jan 17 1978
1979	Jan 16		207 2	217 5	207 6	219 5	220 3	240 8	232 5	212 8	197 1	204 3	207 3	234 5	198 9	231 5	190 3	233 1	187 3	176 1	218 5	216 4	202 0	218 7	Jan 16 1979
	April 10		214 2	221 6	221 6	221 9	223 8	243 3	235 4	213 0	200 6	214 0	214 0	237 9	206 7	231 9	205 0	237 2	193 3	180 8	227 6	225 6	205 4	225 4	April 10
	May 15		215 9	224 0	222 1	224 6	248 0	238 7	215 4	202 6	213 7	215 9	215 9	238 6	209 2	231 9	206 9	238 0	194 6	181 6	230 2	227 1	206 4	227 3	May 15
	June 12		219 6	230 0	229 3	230 3	225 9	252 7	241 8	228 6	204 7	219 4	219 4	239 8	209 8	231 9	211 2	241 3	196 3	183 7	236 6	228 7	207 6	231 0	June 12
	July 17		229 1	231 2	208 0	235 8	236 2	261 1	251 1	231 8	205 9	228 6	230 1	246 0	224 4	256 7	214 0	251 6	206 7	191 8	254 2	243 6	217 0	246 1	July 17
	Aug 14		230 9	231 8	201 0	237 9	239 8	263 6	254 0	232 3	208 1	230 6	232 1	249 1	226 2	256 7	215 4	257 2	208 5	192 4	257 7	245 6</			



# 6.5 RETAIL PRICES

## General index of retail prices: Percentage increases on a year earlier

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	6	2	14	6	4	7	5	2	9	10	6
1974 Jan 15	12	20	2	0	10	6	10	13	7	12	21	5	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	11	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	9	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26
Mar 17	13	8	21	15	17	27	5	2	14	12	15	13	24
April 14	12	8	18	24	18	26	5	1	11	9	15	11	23
May 19	12	8	18	23	18	24	5	1	10	9	15	9	22
June 16	11	9	17	23	17	22	5	0	10	8	14	9	20
July 14	11	8	17	23	16	21	5	0	11	7	13	8	20

# 6.6 Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1			280.3	290.3			279.3	289.8		

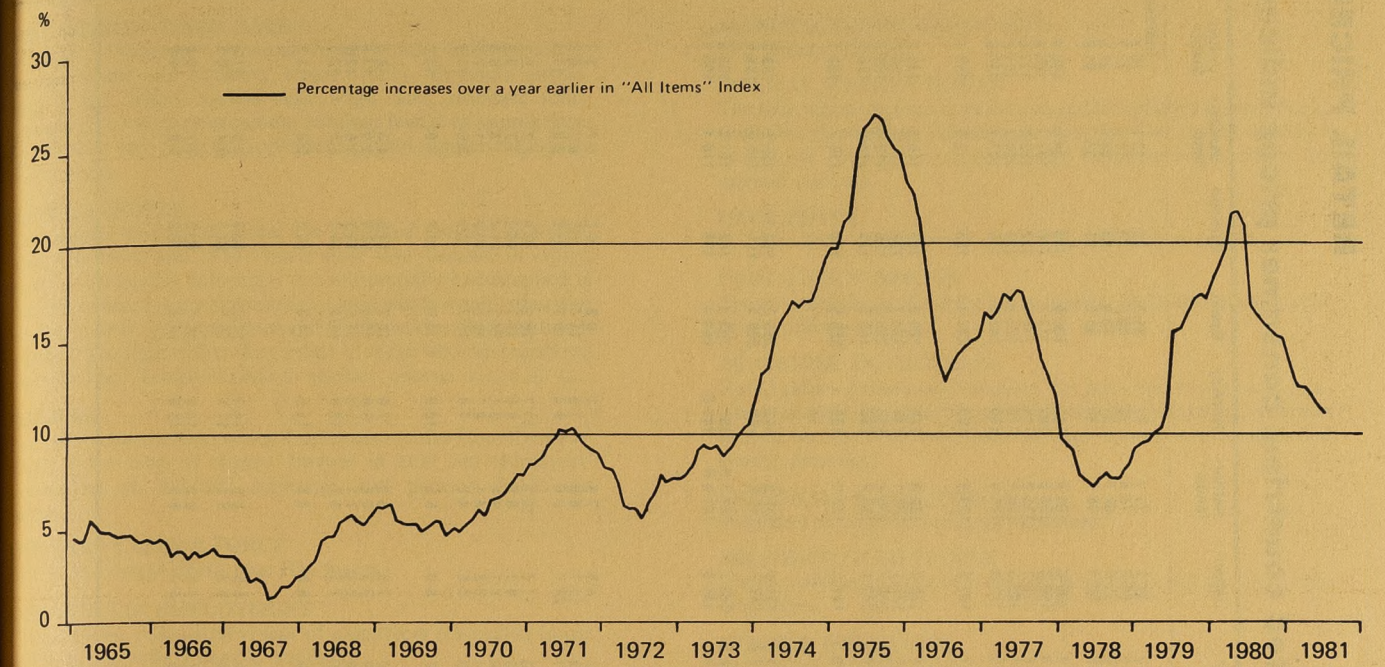
# 6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	268.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	188.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	195.3	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	155.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	180.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0

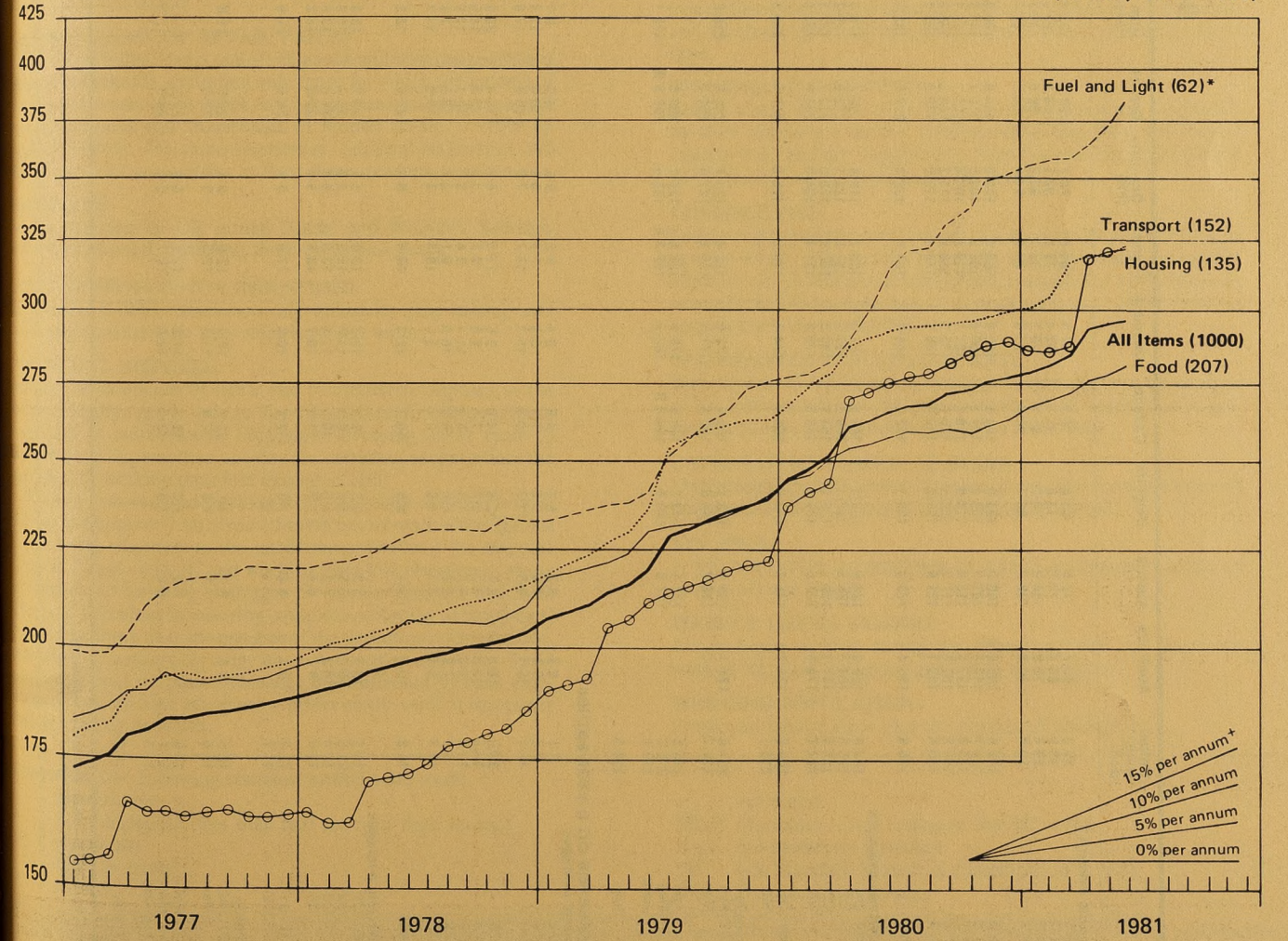
Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

# RETAIL PRICES C3

## Index of retail prices



Selected Groups and "All Items" Index (January 1974 = 100)

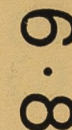


\* Figures in brackets are the 1981 group weights + Annual growth rate



## RETAIL PRICES

## Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
<b>Annual averages</b>																				
1971	59.3	65.2	73.6	69.8	72.2	67.9	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70.2	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	82.5	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.6	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.4	165	112.2	153.1	158.2	
<b>Quarterly averages</b>																				
1980 Q1	184.6	159.6	126.5	133.3	145.8	157.3	156.7	119.9	196.2	179.0	202.4	132.8	130.3	142	223.9	159	110.2	146.7	151.6	
Q2	195.3	164.0	128.5	134.4	149.9	162.1	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	111.7	152.0	156.8	
Q3	199.4	167.1	130.7	136.8	154.1	166.8	166.8	123.0	213.7	197.8	219.2	138.7	135.1	152	238.3	166	113.0	154.9	160.2	
Q4	203.2	170.6	131.6	139.9	158.5	170.0	171.4	124.0	230.3	203.9	230.9	140.1	136.8	156	245.5	173	114.0	158.9	164.1	
1981 Q1	208.0	174.7	135.2	143.0	163.6	174.4	176.5	126.6	247.2	216.5	242.9	141.6	139.0	164	256.6	179	116.7	163.1	168.6	
Q2	218.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Monthly</b>																				
1981 Feb	207.6	174.7	135.1	143.1	163.5	173.9	176.4	126.7	245.9	216.5	243.3	141.4	138.8	163	255.3	180	116.8	163.3	168.6	
Mar	210.7	..	136.2	144.0	165.6	177.3	178.2	127.5	251.8	..	246.9 R	142.2	140.2	166	260.4	181	117.6	164.5	170.2	
Apr	216.8	..	137.1	143.9	166.9	179.4	180.6	128.4	256.8	..	250.2 R	143.3	141.3 R	167	263.0	182	117.4	165.5	171.7 R	
May	218.2	..	137.0	143.8	168.4 R	182.2	182.3 R	128.9	259.9 R	225.1	253.7	144.8	141.9 R	168 R	264.3	183	118.4	166.9 R	173.2 R	
June	219.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
July	220.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				
<b>Annual averages</b>																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	7.9	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
<b>Quarterly averages</b>																				
1980 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13.1	
Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13.5	
Q3	16.4	10.2	7.0	6.5	10.5	11.5	13.6	5.4	24.5	18.8	21.8	8.4	7.1	11.8	14.9	13.7	3.8	12.9	12.6	
Q4	15.3	9.2	6.4	7.5	11.1	10.7	13.6	5.4	25.6	18.2	21.5	7.8	6.7	13.0	14.8	14.7	4.2	12.5	12.2	
1981 Q1	12.7	9.4	6.9	7.3	12.2	10.9	12.6	5.6	26.0	21.0	20.0	6.6	6.8	14.6	14.6	12.8	5.9	11.2	11.2	
Q2	11.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Monthly</b>																				
1981 Feb	12.5	9.4	6.7	7.1	12.2	10.7	12.6	5.5	26.5	21.0	19.9	6.5	6.5	14.2	13.9	12.9	6.0	11.3	11.2	
Mar	12.6	..	7.2	7.6	12.5	11.3	12.5	5.5	25.6	..	20.4	6.2	6.6	14.5	15.6	13.0	6.4	10.6	10.8	
Apr	12.0	..	7.4	7.4	12.6	11.8	12.7	5.6	24.3	..	20.1	5.2	6.2	14.6	15.6	12.9	5.7	10.0	10.6	
May	11.7	..	6.8	7.0	12.3	12.0	12.7	5.6	24.3	17.1	20.6	5.4	6.5	13.8	15.4	13.2	5.9	9.8	10.5 R	
June	11.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
July	10.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

Sources: OECD—Main Economic Indicators.  
 OECD—Consumer Prices Press Notice.

Note: 1 The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for prev



## DEFINITIONS

The terms used in the tables are defined more fully in periodic articles in Employment Gazette relating to particular statistical series. The following are short general definitions.

### BASIC WEEKLY WAGE RATES

Minimum entitlements of manual workers under national collective agreements and statutory wages orders. Minimum entitlements in this context means basic wage rates, standard rates, minimum guarantees or minimum earnings levels, as appropriate, together with any general supplement payable under the agreement or order.

### DISABLED PEOPLE

Those eligible to register under the Disabled Persons (Employment) Acts 1944, and 1958; this is those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind which would otherwise be suited to their age, experience and qualifications. Registration is voluntary. The figures therefore relate to those who are registered and those who, though eligible to register, choose not to do so.

### EARNINGS

Total gross remuneration which employees receive from their employers in the form of money. Income in kind and employers' contributions to national insurance and pension funds are excluded.

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

Civilians in the paid employment of employers (excluding home workers and private domestic servants).

### FULL-TIME WORKERS

People normally working for more than 30 hours a week except where otherwise stated.

### GENERAL INDEX OF RETAIL PRICES

The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

### HM FORCES

Serving members of UK armed Forces and Women's Services, wherever stationed, including those on release leave.

### INDEX OF PRODUCTION INDUSTRIES

SIC Orders II-XXI. Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

### INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded, except where the aggregate of working days lost exceeded 100.

Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included. There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages; and would have much more effect on the total of stoppages than of working days lost.

Conventions The following standard symbols are used:

- ... not available
- nil or negligible (less than half the final digit shown)
- provisional
- break in series
- R revised

Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown. Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change, etc. by users, this does not imply that the figures can be estimated to this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.

### MANUAL WORKERS

Employees other than those in administrative, professional, technical and clerical occupations.

### MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

### NORMAL WEEKLY HOURS

The time which the employee is expected to work in a normal week, excluding all overtime and main meal breaks. This may be specified in national collective agreements and statutory wages orders for manual workers.

### OPERATIVES

Work outside normal hours for which a premium rate is paid.

### PART-TIME WORKERS

People normally working for not more than 30 hours a week except where otherwise stated.

### PENSIONER HOUSEHOLDS

Retail prices indices are compiled for one- and two-person pensioner households, defined as those in which at least three-quarters of total income is derived from national insurance retirement and similar pensions.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

Those working on their own account whether or not they have any employees.

### SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

### SHORT-TIME WORKING

Arrangements made by an employer for working less than regular hours. Therefore, time lost through sickness, holidays, absenteeism and the direct effects of industrial disputes is not counted as short-time.

### TEMPORARILY STOPPED

People who at the date of the unemployment count are suspended by their employers on the understanding that they will shortly resume work and are registered to claim benefit. These people are not included in the unemployment figures.

### UNEMPLOYED

People registered for employment at a local employment office or careers service office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled people, and adult students registered for vacation employment, are excluded).

### UNEMPLOYED PERCENTAGE RATE

The number of registered unemployed expressed as a percentage of the latest available mid-year estimate of all employees in employment, plus the unemployed at the same date.

### UNEMPLOYED SCHOOL LEAVERS

Unemployed people under 18 years of age who have not entered employment since terminating full-time education.

### VACANCY

A job notified by an employer to a local employment office or careers service office.

### WEEKLY HOURS WORKED

Actual hours worked during the reference week and hours not worked but paid for under guarantee agreements.

### WORKING POPULATION

Employed labour force plus the registered unemployed.



# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Aug 81:	1-1	<i>Production industries and some services (older series) index</i>	M	Aug 81:	5-2
Employees in employment Industry: GB	Q	July 81:	1-4	<i>Manual workers: by occupation in certain manufacturing industries; indices</i>	M	Aug 81:	5-5
All industries: by MLH : time series, by order group numbers and indices	M	Aug 81:	1-2	<i>Non-manual workers: production industries</i>	A	Mar 81:	115
Manufacturing: by MLH	M	Aug 81:	1-3	<i>New Earnings Survey (April estimates)</i>	A	Oct 80:	1089
Occupation				<i>Latest key results</i>	M	Aug 81:	5-6
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	<i>Average weekly and hourly earnings and hours worked (manual workers)</i>			
Local authorities manpower	Q	June 81:	1-7	<i>Manufacturing and certain other industries</i>	M	Aug 81:	5-4
Occupations in engineering	A	June 80:	636	<i>October survey (latest)</i>	A	Feb 80:	136
Region: GB				<i>Manufacturing: indices of hours</i>	M	Aug 81:	1-12
Sector: numbers and indices, quarterly	Q	July 81:	1-5	<i>Aerospace</i>	A	Aug 81:	367
Census of Employment				<i>Agriculture</i>	Six-monthly	Mar 81:	154
Key results, June 1978	A	Feb 81:	61	<i>Chemical industries</i>	A	Oct 80:	1081
GB regions by industry MLH, June 1978	A	Mar 81:	141	<i>Coal mining</i>	A	Mar 81:	156
UK by industry MLH	A	Mar 81:	141	<i>Engineering</i>	A	Oct 80:	1081
International comparisons	M	Aug 81:	1-9	<i>Shipbuilding</i>	A	Oct 80:	1081
Disabled in the public sector	A	Nov 80:	1161	<i>Basic wage rates and normal hours of work (manual workers)</i>			
Exemption orders from restrictions to hours worked: women and young persons	M	Aug 81:	366	<i>Changes in rates of wages and hours</i>	A	May 80:	519
Labour turnover in manufacturing	Q	Aug 81:	1-6	<i>Changes in rates of wages and hours</i>	M	Aug 81:	5-8
Trade union membership	A	Jan 81:	22	<i>International comparisons</i>	M	Aug 81:	5-9
Work permits issued	A	Aug 81:	742	<i>Overtime and short-time: operatives in manufacturing</i>			
Output per head				<i>Latest figures</i>	M	Aug 81:	1-11
Output per head: quarterly and annual indices	M	Aug 81:	1-8	<i>Time series</i>	M	Aug 81:	1-11
Wages and salaries per unit of output	M	Aug 81:	5-7	<i>Region: summary</i>	M	Aug 81:	1-13
Manufacturing index, time series	M	Aug 81:	5-7	<i>Labour costs</i>			
Quarterly and annual indices	M	Aug 81:	5-7	<i>Survey results</i>	Triennial	Sep 80:	956
Unemployment and vacancies				<i>Indices: per unit of output</i>	M	Aug 81:	5-7
Unemployment				<i>Prices and expenditure</i>			
Summary: UK, GB	M	Aug 81:	2-1	<i>Retail prices</i>			
Age and duration: GB	M	Aug 81:	2-5	<i>General index (RPI)</i>			
Broad category: GB, UK	M	Aug 81:	2-1	<i>Latest figures: detailed indices</i>	M	Aug 81:	6-2
Detailed category: GB, UK	Q	Aug 81:	2-6	<i>percentage changes</i>	M	Aug 81:	6-2
Region: summary	Q	Aug 81:	2-6	<i>Recent movements and the index excluding seasonal foods</i>	M	Aug 81:	6-1
Age time series quarterly	M	Aug 81:	2-7	<i>Main components: time series and weights</i>	M	Aug 81:	6-4
(six-monthly prior to July 1978)				<i>Changes on a year earlier: time series</i>	M	Aug 81:	6-5
: estimated rates	Q	July 81:	2-15	<i>Annual summary</i>	A	Mar 81:	127
Duration: time series, quarterly	M	Aug 81:	2-8	<i>Revision of weights</i>	A	Mar 81:	137
Region and area				<i>Pensioner household indices</i>			
Time series summary: by region	M	Aug 81:	2-3	<i>All items excluding housing; quarterly</i>	M	Aug 81:	6-6
: assisted areas, counties, local areas	M	Aug 81:	2-4	<i>Group indices: annual averages</i>	M	Aug 81:	6-7
Occupation	Q	Aug 81:	2-12	<i>Revision of weights</i>	A	Apr 81:	182
Age and duration: summary	Q	Aug 81:	2-6	<i>Food prices</i>	M	Aug 81:	6-3
Industry				<i>London weighting: cost indices</i>	A	June 81:	275
Latest figures: GB UK	Q	June 81:	2-10	<i>Family Expenditure Survey</i>			
Number unemployed and percentage rates: GB	M	Aug 81:	2-9	<i>Quarterly summary</i>	Q	June 81:	263
Occupation:				<i>Annual: preliminary figures</i>	A	July 80:	749
Broad category: time series quarterly	M	Aug 81:	2-11	<i>: final detailed figures</i>	A	Nov 80:	1155
Flows GB, time series	M	Aug 81:	2-19	<i>FES and RPI weights</i>	A	Mar 81:	137
Adult students: by region	M	Aug 81:	2-13	<i>International comparisons</i>	M	Aug 81:	6-8
Minority group workers: by region	Q	June 81:	2-17	<i>Industrial disputes</i>			
Disabled workers: GB	M	Aug 81:	2-16	<i>Summary: latest figures</i>	M	Aug 81:	4-1
Non-claimants: GB	M	Aug 81:	2-16	<i>: time series</i>	Q	July 81:	4-2
International comparisons	M	Aug 81:	2-18	<i>Latest year and annual series</i>	A	Aug 80:	865
Temporarily stopped: GB				<i>Industry</i>			
Latest figures: by region	M	Aug 81:	2-14	<i>Monthly</i>			
Vacancies (remaining unfilled)				<i>Broad sector: time series</i>	M	Aug 81:	4-1
Region				<i>Annual</i>			
Time series: seasonally adjusted	M	Aug 81:	3-1	<i>Provisional</i>	A	Jan 81:	25
: unadjusted	M	Aug 81:	3-2	<i>Detailed</i>	A	July 81:	288
Industry: GB	Q	June 81:	3-3	<i>Prominent stoppages</i>	A	July 81:	291
Occupation: by broad sector and unit groups: GB	M	Aug 81:	3-4	<i>Main causes of stoppage</i>			
Region summary	Q	Aug 81:	2-12	<i>Cumulative</i>	M	Aug 81:	4-1
Flows: GB, time series	M	Aug 81:	2-19	<i>Latest year for main industries</i>	A	Aug 80:	865
Unemployment and vacancy flows: GB	M	Aug 81:	2-19	<i>Size of stoppages</i>			
Skill shortage indicators	Q	July 81:	34	<i>Stoppages beginning in latest year</i>	A	Aug 80:	873
Earnings and hours				<i>Aggregate days lost</i>	A	Aug 80:	873
Average earnings				<i>Number of workers involved</i>	A	Aug 80:	874
Whole economy (new series) index	M	Aug 81:	5-1	<i>Days lost per 1,000 employees in recent years by industry</i>	A	Aug 80:	875
Main industrial sectors	M	Aug 81:	5-3	<i>International comparisons</i>	A	Jan 81:	27

## SPECIAL FEATURE

# Re-employing the unfairly dismissed

by Kevin Williams and David Lewis\*

Less than four in a hundred people found to have been unfairly dismissed actually return to the employer who sacked them. Most settle for financial compensation. Yet originally re-instatement was intended to be the principal redress.

Not much is known about the re-employment (that is, reinstatement and re-engagement) of unfairly dismissed employees, other than that the remedy has been little used. The latest figures (for 1979) show that less than four per cent of tribunal cases or conciliated settlements favourable to the employee were on this basis<sup>1</sup>. Yet it seems clear from the structure of the legislation and Parliamentary debate that it was intended to be the primary remedy. Conciliation officers are now required to give priority to promoting settlements by way of re-employment and industrial tribunals must order it where the employee asks for it and the tribunal considers that it would be "practicable for the employer to comply" and "just" to do so.

Summarised here are some of the findings of a study<sup>2</sup> of the minority of cases in which industrial tribunals have held that an unfairly dismissed applicant should be re-employed. We were particularly interested in the practical results of such decisions on the parties and their subsequent relationships.

### The research

The inquiry was in two stages. At the first stage, parallel questionnaires were posted to every employee and employer in our primary sample. This comprised all 504 tribunal re-employment decisions made in Great Britain in the first five years of the jurisdiction, from the end of February 1972<sup>3</sup>. Completed questionnaires were returned by one or other of the parties in 384 of the 504 cases, an overall response rate of 76 per cent. Some six months later, in the second half of 1978, detailed personal interviews were conducted in the South East of England and the West Midlands. This secondary sample of 74 cases constituted 15 per cent of the national survey total and 100 per cent of the re-employment decisions made by tribunals in the two regions during the relevant period. At least one of the two parties was interviewed in 56 of these 74 "case studies".

### Re-employment in operation

#### Geographical distribution

Tribunal re-employment seems to be a largely Scottish, Welsh, and North of England phenomenon. From 1972 to 1977 five tribunal regions (North West, Northern, Yorkshire and Humberside, Wales, and Scotland) between them had 44 per cent of the unfair dismissal complaints but 71 per cent of the re-employment decisions. On this basis Scotland stands out as having almost two and a half times its expected share. On the other hand the South East, the

South West, and the Midlands with 56 per cent of the complaints produced only 29 per cent of re-employment orders.

The reasons for this eccentric distribution are unclear. Part of the explanation may be the influence of relatively high levels of unemployment: when interviewed a majority of employees said that poor job opportunities had been an important factor causing them to agree to re-employment. It is also possible that certain tribunals are themselves more receptive to the re-employment remedy, and are influenced not just by their perceptions of local job scarcity, but by occupational and industrial distribution, by size of firm and by the extent of unionisation in their region.

### The incidence of non-return

The postal survey revealed there was no return to work and consequently non-compliance with the final tribunal decision in at least 20 per cent of the cases for which there was information (see table 1). Moreover, because the non-

Table 1 Fact of return

Return to work	Postal survey (N = 384)	Case studies (N = 56)
Yes	304 (79%)	46 (82%)
No	80 (21%)	10 (18%)

response element in the survey probably conceals a greater proportion of non-returns, the true rate of non-compliance for the surveyed population as a whole is probably closer to one-quarter than one-fifth<sup>4</sup>.

The principal explanation for failure to return to work (according to approximately 40 per cent of employer and employee respondents alike) was the unwillingness of employers to implement the tribunal recommendation. This degree of residual hostility to re-employment is somewhat surprising given the almost universal tribunal practice of asking employers before any order is made whether they are prepared to re-employ and the reluctance of tribunals to make an order where that agreement is not forthcoming. Once the order to re-employ had been made firms which employed fewer than 100 workers seemed particularly likely to refuse to comply. The general impact of firm size is considered later.

\* Kevin Williams is a senior lecturer at Lanchester Polytechnic and David Lewis is a senior lecturer at Middlesex Polytechnic. The research on which this article is based was funded by the Department of Employment but the views expressed are those of the authors and may not be those of the Department.



### Reinstatement or re-engagement?

Whether an employee is reinstated or re-engaged depends upon the terms on which he is to go back to work. Between 1972 and 1974 tribunals had always taken re-engagement to refer to re-employment in the applicants organisation and reinstatement to return on the same terms and conditions as operated previously. Once the Employment Protection Act 1975 had defined reinstatement to mean that an employee should suffer no loss or prejudice by his dismissal, so that merely returning to do the original job could not constitute reinstatement. Conversely, because the statute requires reinstatement only according to the terms of the original contract of employment<sup>5</sup>, if that contract gave the employer a power to require mobility an employee might find himself returning to a different job or to another department.

Official statistics aim to distinguish the number of reinstatements from the number of re-engagements. Reinstatement, as a proportion of all re-employment, is shown as rising from 35 per cent in 1975 (the first full year in which both versions of the remedy were formally available) to 62 per cent in 1976 and 57 per cent in 1977. In fact this analysis is less reliable than may seem at first sight. This is because what tribunals actually say in their decisions is not always clear. Some have advocated reinstatement *or* re-engagement, while others have ordered reinstatement but have left its terms to be negotiated between the parties. Accurate classification also seems to have been jeopardised by a tendency for some tribunals, at least in the earlier years, to regard reinstatement as merely returning to the same job.

Because the distinction between reinstatement and re-engagement is not without difficulty and because respondents might not find it easy to say whether employment was resumed on terms which amounted to one form rather than the other, our postal questionnaire concentrated upon the type and place of work. Respondents were asked to select one of the four possibilities shown in table 2. Both parties asserted that the overwhelming majority of employees who went back returned to perform the same work at the original place of employment. However, the case study exercise provided an opportunity to examine the terms of re-employment in practice and the results indicate that reinstatement, as it is now understood, may be much less frequent than official statistics have suggested. Although 38 of the 56 employees (68 per cent) were due to return to the same work at the original place of employment, investigation showed that only 18 were fully re-instated. It seems likely that perhaps two-thirds of those who had the opportunity to return may have had to accept some detriment.

Table 2 Nature of re-employment

Type of work and its location	Postal survey		Case studies (N = 56)
	Employee replies (N = 214)	Employer replies (N = 208)	
Same work at the original place of employment	141 (66%)	153 (74%)	38 (68%)
Same work at a different place of employment	27 (13%)	21 (10%)	5 (9%)
Different work at the original place of employment	36 (17%)	26 (12%)	6 (11%)
Different work at a different place of employment	10 (5%)	8 (4%)	7 (12%)

### Length of re-employment

On almost three-quarters of the occasions in the survey when re-employment actually materialised the length of stay was six months or longer. The average length of re-employment for all 304 employees who went back was 13.7 months. However it has to be borne in mind that the year in which any case was heard materially affects this average. For example, at the time of the postal survey in the last quarter of 1977, only a proportion of 1975 decisions could have entailed re-employment exceeding two years' duration. Moreover, from 1975 onwards the number of unfair dismissal complaints and therefore the number, though not the proportion, of re-employment decisions increased dramatically. In consequence the overall average length of re-employment is inevitably depressed by the preponderance of decisions in the later years which contain over three-quarters of all actual re-employments in the survey.

Analysis by year is more revealing. This shows the average length of re-employment declining from some 24 months for cases heard in 1972 and 1973 to nearly 16 months for 1975 cases and just over nine months in 1976.

It seems that the great majority of those who returned settled in reasonably well, at least when judged by the length of their stay. However, a minority went back for only a relatively short period: 26 per cent of men and 42 per cent of women who went back stayed for less than six months, with the result that the mean length of re-employment for men was 50 per cent greater than for women.

### Termination of re-employment

At the time of the postal survey, 154 of the 304 employees who had gone back were still with the re-employing organisation (all but eight in the job to which they had returned initially): 150 had left or been dismissed a second time. There was substantial agreement between respondents as to the proportion of re-employments terminated by dismissal and those brought to an end by the employee leaving voluntarily. According to employers, 38 per cent had been dismissed and 62 per cent had resigned, retired, or died: the corresponding figures given by employees were 36 per cent and 64 per cent. The case studies show a similar pattern.

Overall about four out of ten re-employments came to an end as the result of a further dismissal. So far as these second dismissals were concerned, there appeared to be a low incidence of dismissal for misconduct and a high incidence of redundancy. Whereas alleged misconduct was responsible for 60 per cent of first dismissals it hardly featured as an explanation for re-employment coming to an end. This was partly because returning employees were usually careful to see that their conduct provided no excuse for further complaint. In both the postal survey and the case studies only about ten per cent of re-employments which came to an end did so for the same reason which had brought about the original dismissal. It is worth noting here that very few of the employers interviewed said they felt inhibited about exercising their disciplinary powers, whether generally or in relation to the particular employee who had successfully used the unfair dismissal machinery.

On the other hand re-employees were peculiarly vulnerable to redundancy. Whereas about ten per cent of first (unfair) dismissals were because of redundancy, that was

the most common single explanation for re-employment having ended, covering a half of second dismissals and a fifth of all terminations. It seems that the operation of selection procedures, such as "last in—first out", did not necessarily safeguard re-employees in the face of a reduced demand for labour. Only those who were fully reinstated were likely to be protected and they constituted a minority of re-employees. Those who returned to work in a different department sometimes found that what counted was length of service in the particular department rather than service with the company generally.

### Victimisation

It is sometimes suggested that the reason some applicants are reluctant to consider re-employment is the fear that they may be subjected to retaliatory treatment by an employer, and that this is a particular danger where the workforce is small and unionisation weak. Both the postal survey and the case studies identified instances of alleged victimisation.

Among the 218 employees who replied and returned to work, 56 made unsolicited allegations of victimisation. Thirty of the 56 complaints came from the 103 re-employees who had returned and then left. Amongst this group, victimisation was the reason most frequently offered to explain why re-employment had come to an end. Taken at face value it is disturbing that a quarter of all those who were re-employed felt that they had been subjected to unfair treatment and that one half of employees who went back and subsequently left (as distinct from those dismissed a second time) attributed their leaving to this cause. It should be emphasised, however, that while these allegations were unsolicited they were not verified. Detailed investigation of this sort is not easy in any circumstances and was impossible in this study because of an advance commitment given to the parties that nothing said by either would be put to the other. Moreover, what is perceived as victimisation differs as between individuals. Our experience in the case studies suggests that a proportion of complaints (however genuine) may be simply the result of a particular sensitivity on the part of those who have been the victims of proven unfair treatment in the past.

### Management and industrial relations context

#### The impact of firm size

Employers with a workforce below 100 were over-represented in terms of the number of complaints of unfair dismissal, contributing just over a half of the total for the first five years, yet under-represented when it came to the remedy of re-employment, taking only 40 per cent. One reason why small firms attract fewer re-employment decisions may relate to the belief that their employment relationships are personal and more likely to be easily soured.

The research found that not only was having been employed in a larger establishment likely to increase an applicant's chances of securing a re-employment decision, but that any order that was made was more likely to be implemented. Table 3 shows that the incidence of non-return was considerably higher among the smaller firms. Indeed, non-return among firms with fewer than 20 workers was more than double that among those employing more than 500 people. Analysis of the reasons for non-return given in the postal survey confirms the importance

of firm size with two-thirds of employer refusals coming from those with less than 100 workers.

It has been suggested already that a factor influencing applicants in their choice of remedy is the fear of unfair treatment and that this might be expected to be most marked among those who worked for smaller firms. In the postal survey more than half the allegations of victimisation came from employees who went back to work in firms with less than 100 workers even though firms of this size accounted for only 40 per cent of re-employment orders. In contrast, establishments with more than 100 workers attracted only two-thirds (and those with more than 1,000, less than half) the number of complaints that might have been expected if such allegations had been uniformly distributed.

As with the pattern established for non-return, table 3 also shows that among those who do go back there was a well defined tendency for the proportion of "long returns" (those lasting for at least six months) to increase as the size of the re-employing organisation increased.

All this lends some support to the view that size of firm or establishment may be an important factor in the eventual success of re-employment<sup>6</sup>. But as we shall see later a number of additional factors are also significant.

Table 3 Firm size: fact and type of return

Firm size (employees in workforce)	Postal survey (N = 345)		
	Non-return	Short-return	Long-return
Less than 20	28% (15)	22% (12)	50% (27)
Less than 100	19% (26)	29% (40)	52% (72)
More than 100	16% (34)	22% (46)	61% (127)
More than 500	12% (14)	17% (20)	71% (85)

Note: The mean percentage for firms of all sizes for each of the categories shown is: non-return 20.8 per cent; short-return 23.7 per cent; long-return 55.5 per cent.

### Supervisory relationships and workgroup size

One of the commonest reasons given by tribunals when refusing to order re-employment is that such a course would damage supervisory relationships or generate further friction. While this may be so, it is by no means inevitable for much depends on the nature of the job and the type of organisation involved. The chances of friction may be minimal if the employee normally has little day-to-day contact with supervisors, or if work schedules can be re-arranged. Moreover there are some cases where the applicant's immediate superior will have had little or no part in the circumstances leading up to the dismissal, so that it would be a mistake to assume that every dismissal sours a fragile supervisory relationship.

Workgroup size is another factor which needs to be looked at in exploring the relative success of re-employment. In the case studies we found that the proportion of successful re-employments rose in line with the size of the workgroup. Further, of the non-returned half would have gone back to a workgroup of less than five employees. Matters may therefore be helped if the employee can return to a relatively large workgroup, where it is easier to avoid being the focus of attention.

### Discipline and wider effects on management

Re-employment appeared to create a few additional problems for those companies which implemented a tribunal order. When asked specifically, only a quarter of the



28 employers interviewed said that they felt that there had been no improvement (or a deterioration) so far as "the matters for which the employee had been dismissed initially" were concerned. Nor did it seem that those employees who went back became regarded as unsatisfactory in other ways. Asked to provide a general "before" and "after" assessment of employee behaviour under three headings (conduct, work performance, and relations with management), employers rated 85 per cent as having maintained (and in some cases improved) their overall pre-dismissal performance. The smaller the organisation, however, the more likely it was to rate the re-employment as having been unsatisfactory. Whereas 6 out of 9 companies with fewer than 100 workers were dissatisfied, the same was true of only just over a quarter of the larger companies (5 out of 19). Again this is not altogether surprising since the larger organisations had the highest proportion of "long returns" and more flexibility to re-engage rather than reinstate.

It should be stressed that these were entirely managerial assessments, and that where a company believed that the re-employment exercise had left it with a "problem", that problem was one which an industrial tribunal had earlier held was insufficiently serious to deny the applicant his preferred remedy. Moreover, whereas a minority of employers considered that the employee had "failed to learn his lesson", no employer alleged that re-employment had had any wider adverse effects, such as encouraging indiscipline among the workforce, or inhibiting managers and supervisors in the exercise of disciplinary authority.

#### The industrial relations context

We now turn to the question of the effect of industrial relations factors at the workplace on re-employment. Daniel and Stilgoe have described unionisation as having "a major influence on management policy and practice in relation to issues of job security"<sup>7</sup>. They added that larger companies were more likely to be unionised, operate impersonal procedures, and to be more dispassionate in judgement of any re-employment proposal. Larger companies are also more likely to have had prior experience of resolving disciplinary problems by means of re-employment, albeit in the context of voluntary, rather than statutory procedures. Eleven of the 37 employers interviewed in our survey had experience of this kind. They were the larger organisations with developed personnel functions and a relatively strong trade union presence.

#### Unionisation

At 18 of the 37 companies union membership exceeded 50 per cent of the workforce. Of these 18 cases, re-employment was regarded as having been successful by management on 13 occasions. Where there was no significant union presence the success rate fell dramatically with only 8 of the remaining 19 cases being counted successful: 8 of the 9 examples of non-return arose in establishments where unionisation was below ten per cent. Just over half of the employers interviewed (19 out of 37) recognised one or more unions for collective bargaining; two-thirds of the successful re-employments occurred in these establishments, whereas re-employment failed to materialise in half the cases where there was no recognised union. It seems reasonably clear therefore that a

relatively strong trade union presence contributed to an atmosphere which was conducive to a successful return to work.

#### Union membership

Fifty-six per cent of re-employees covered by the survey were members of a trade union—perhaps twice as many as might have been expected on the basis of estimated levels of membership among applicants generally<sup>8</sup>. Moreover re-employment tended to work out more successfully for trade unionists than non-unionists, both in terms of lower rates of non-return and length of stay. This may be because a tribunal order in favour of a union member encourages the union to ensure that the remedy is put into effect satisfactorily and "policed" even if the union did not represent the employee at the hearing or otherwise support his complaint.

#### The attitudes of the parties and the approach of tribunals

It remains an open question whether the minority of cases examined in the study differed significantly in character from the majority of successful complaints. What is clear is that re-employment was treated essentially as a voluntary matter and that it was a self-selected remedy.

#### Notes

- 1 See *Employment Gazette*, February 1981, p. 82.
- 2 See Williams and Lewis, *The Aftermath of Tribunal Reinstatement and Re-engagement*. Department of Employment Research Paper No. 23.
- 3 Official statistics for the period covered by this study suggested a total some 25 per cent larger than the 504 cases comprising the primary sample. However the larger figure is misleading in that it is based on the first recorded outcome of tribunal hearings, which ignores the fact that about a quarter of these decisions resulted subsequently in an appeal, review, or second hearing to fix compensation in lieu. The system of data collection has since been modified so that these "aborted" first decisions are not now finally categorised as re-employments.
- 4 Adding to the non-return category those decisions which we have called "aborted" (see note 3) gives an overall "failure" rate approaching 50 per cent and on this basis only slightly more than one in two of the tribunal decisions made initially results in a period of actual re-employment.
- 5 The original contract may be amended where a tribunal makes provision in respect of any benefit or improvement which the complainant might reasonably be expected to have had but for the dismissal: section 69(2) or (3) EPCA 1978.
- 6 The sampling method does not allow the distinction between firm and establishment to be drawn, therefore the terms are used interchangeably.
- 7 Daniel and Stilgoe, *ibid*, p. 83.
- 8 Dickens *et al*, *ibid*, found that among applicants trade union members were three times more likely than non-unionists to say they wanted re-employment when completing the tribunal application form IT1.

The case study interviews tried to establish the reasons why the parties consented to re-employment.

One-third of employers interviewed regarded re-employment as the cheaper of the alternatives open to them. In this sense the specific remedy of re-employment and the substitutional remedy of compensation were related. The fact that awards of compensation were generally low had its effect upon employers and how inclined they may have been to resist suggestions that they reinstate or re-engage. For many employees fear of (continued) unemployment rather than a strong attachment to the particular job seems to have been influential.

It was often the case, however, that neither of the parties had made an informed judgement prior to the hearing about the suitability of re-employment. The case studies suggest that more than half the employees who ultimately secured a tribunal decision had not been seeking re-employment when they first lodged their complaint. Indeed some had not considered re-employment until the day of the tribunal hearing.

Because the attitudes of the parties are not necessarily fixed or inflexible the way in which the re-employment question is handled may sometimes have been crucial. Recognising that a stark win-lose solution could inhibit acceptance of the remedy, some tribunals sought to "sell" it to the parties. Thus, spelling out the scope of the employee's obligation to undertake a disputed task in the event of re-employment has been a useful technique. So too has been to provide the parties with the opportunity to fix for themselves the terms of re-employment. However, it may well be desirable for such terms to be incorporated into the tribunal's decision. By defining the duties of the parties, doubts about what is on offer are removed and it becomes easier to determine whether an order has been complied with.

#### Some possible lessons

It has been argued that there is a distinctly managerial tone to the provisions of re-employment orders and their interpretation by the appeal courts. Tribunals often seem to have been content to leave their discretion in the hands of the parties, while paying particular attention to the views of employers and the extent to which the dismissal appears to be surrounded by controversy. A more positive approach is possible, even within the existing legislative scheme. In particular, tribunals could usefully pay closer attention to the organisational and personal attributes of the parties. The apprehensions of employers and employees (and of tribunals for that matter) may be based on assumptions which are inappropriate on the facts of the particular case. Not all complainants, even where employed by small firms, work in small groups or have close relationships with supervisors; not all forms of employment entail high degrees of trust or mutual confidence; and not every dismissal destroys them or arouses strong animosity.

Nor is dismissal necessarily a carefully considered act. Sometimes it is an unintended consequence of managerial behaviour, as is highlighted by the very notion of constructive dismissal. Hence while dismissal may cause a breakdown in industrial relations this should not be assumed.

This research suggests that greater attention could well be given to length of service and work record. Seniority was found to be strongly associated with both the likelihood of a re-employment decision being acted upon and with the length of return. The lowest incidence of non-return and short-return (lasting less than six months) and the highest incidence of long returns were to be found where the employee had five or more years' service. Thus, although there is no discernable tendency to favour longer serving applicants, arguably tribunals would be justified in adopting the view that, save in exceptional circumstances, long service indicates a strong *prima facie* entitlement to re-employment. Such an approach would be a departure from current practice though it is consistent with those analyses which see the legislation as designed to preserve accrued job rights. So far as work record is concerned, the earlier discussion of employer perceptions of post re-employment performance suggests that employees with a history of disciplinary problems are unlikely to be seen as satisfactory once re-employed, even though the experience of losing their job (albeit temporarily) puts pressure on many re-employees to avoid trouble in the future.

#### The acceptability of re-employment

Perhaps the single greatest barrier to a more extensive use of re-employment is the apprehension with which it is viewed by the parties. Not unnaturally they may well be reluctant to accept it as a solution if, as is probable, they have no previous experience of it and if it is seen as exceptional or abnormal. Despite the fact that nobody can be sure how re-employment will work out, as the law now stands employers and employees are asked to give what amounts to an open-ended commitment to the unknown. If re-employment is effected but things go sour the parties must apparently either soldier on or terminate the revived relationship—risking a further period of unemployment on the one side, or a second complaint of unfairness on the other. Only in limited circumstances can the employee complain to a tribunal that the original decision has not been fully complied with. One method of dealing with the situation might be to introduce a system of "trial periods". Agreements to re-employ would then become provisional and operate without prejudice in the sense that either party could apply to have compensation substituted before the trial period expired. If re-employment were known in advance to be on a trial basis it might become a more attractive and thus a more frequent remedy. Additionally, trial periods would minimise any danger of second dismissals on trumped-up grounds and so remove at least one possible cause of victimisation.



## Young people on YOP

By Trevor Bedeman  
and Juliet Harvey  
Special Programmes  
Division, MSC

The results of the survey of young people, who joined the Youth Opportunities Programme between September 1978 and June 1979, are presented by *Employment Gazette*. The aim of the survey was to provide a detailed picture of entrants' attitude to YOP.

In March 1980 3,027 young people who had joined the Youth Opportunities Programme between September 1978 and June 1979 were interviewed for Special Programmes Division by opcs. Briefly, the aim of the survey was to provide a detailed picture of who the entrants were, what they did on the schemes, their progress after leaving and of their attitudes to YOP. The results supplement the more limited information from regular MSC postal follow-up surveys. Where comparable, there is close agreement between the findings of the two types of survey. The five major work experience and work preparation schemes were covered, and include: WEEP (Work Experience on Employers' Premises), PBWE (Project Based Work Experience), TW (Training Workshops), CS (Community Service), and STC (Short Training Courses). PBWE and CS have recently been amalgamated as Community Projects. During the period covered by the survey, WEEP alone took 65 per cent of entrants, and STC a further 19 per cent, with the remaining 16 per cent made up of seven per cent PBWE, six per cent CS and three per cent TW.

### Who joined, and why

Table 1 shows trainees to be mainly under 18, with few, if any, educational qualifications. WEEP and STC are the most evenly balanced between the sexes, and had similar levels with qualifications. PBWE, TW and CS took mainly those with no qualifications, a particularly high proportion on TW. CS was mostly female, PBWE and TW mostly male. The females on YOP were a little better qualified than the males on average. Thirty-seven per cent of females had no qualifications, compared to 48 per cent of males. Ten per cent of all trainees said they had health problems which affected their work, including two per cent who were registered as disabled. Four per cent of STC trainees were registered disabled, the other schemes taking around 1-2 per cent. Eight per cent of all trainees were from ethnic minorities, evenly divided between those of Asian and West Indian origin. Proportions from these minorities on different scheme types ranged from 14 per cent of STC trainees, to 6-7 per cent of PBWE and WEEP. Nineteen per cent of all trainees had been continuously unemployed for over six months, and 60 per cent overall had not had a job between leaving school and joining YOP. Twenty-two per cent said they had truanted from school very or fairly often, and they came predominantly from among those with no qualifications. (This concentration meant that, of all those with no educational qualifications, 36 per cent said they had truanted frequently.) A history of truancy made no difference to their subsequent progress on YOP. The young

people had a wide variety of reasons for joining their schemes, ranging from those who felt it would make it easier to get a job afterwards, to those who joined because they wanted to do a particular activity that the scheme offered. The most frequently given reason, said by two-fifths, was just that it was better than being unemployed and doing nothing, while a further quarter said they specifically joined in order to get training.

### What they did on the schemes

The quality of information given when they first joined their schemes was considered important in the investigation. Over 90 per cent said they were told about hours and allowances, and nearly as many give some details of the tasks they would be doing. Less thoroughly provided was information on safety at work, with around half being told about it. A fifth thought they should have been told more on starting, particularly more about what they would be doing on the scheme. Trainees were asked to describe the activities they had undertaken on their schemes. They are listed in table 2. WEEP and STC schemes cover a wide range. Large proportions of trainees on WEEP schemes did clerical work of various kinds, and selling (which includes shop assistants). STCs also had many trainees undertaking clerical tasks, as well as metal and electrical manufacturing.

PBWE and TW schemes offer a more limited range of predominantly manual tasks, particularly construction and gardening on PBWE, and manufacturing and construction on TW. Major divisions were found between the sexes in almost all the activities: females generally did typing, clerical, selling and personal services, and males making and repairing, construction, assembly and transport. The schemes generally attempt to provide a range of activities to give experience in using different skills, and opportunities for "job-sampling", that is trying out different types of work. The trainees undertook an average of three differently coded activities while they were on the schemes. Just under half said that they would have preferred a greater variety of things to do. Sixty per cent said they had done something on their scheme that they would like to do as a regular job. It seems that job-sampling may have had

A report based on the results of this survey is due to be published by the Manpower Services Commission, Special Programmes Division.

Table 1 Characteristics of trainees

	Per cent					
	WEEP	PBWE	TW	CS	STC	All trainees
Aged 16-17	88	88	88	84	88	88
Male	47	76	74	39	56	51
Female	53	24	26	61	44	49
No educational qualifications	39	58	70	52	40	42
CSEs	30	19	12	26	32	29
Grade 1 CSE, O-levels and above	31	23	18	22	28	29

Table 2 Activities undertaken on schemes

	Per cent					
	WEEP	PBWE	TW	CS	STC	All trainees
Typing and office machine operators	15	12	3	11	24	16
Telephone reception	15	7	4	8	4	12
Other clerical	37	17	7	25	26	32
Selling	29	3	1	6	10	22
Catering	14	5	7	26	14	14
Craft	5	4	3	11	5	5
Cleaning	29	18	8	27	11	24
Personal services	5	5	1	51	4	7
Farming, gardening	9	32	5	20	2	9
Processing, making and repairing (excluding metal and electrical)	11	24	61	18	15	15
Processing making and repairing (metal and electrical)	13	5	33	4	32	16
Assembly and packing	12	3	2	2	3	9
Construction and painting	12	55	37	33	18	18
Transport and materials handling	31	15	10	10	9	23
Miscellaneous	15	12	13	20	40	20

Each respondent could do a number of different activities, and thus percentages total over 100.

Table 3 Employment status six months after leaving by scheme type

	Per cent				
	Employed	Reg. unemployed	On another YOP	In full-time education	Other
WEEP	63	18	12	3	4
STC	55	19	19	2	4
TW	53	26	14	1	6
CS	51	30	10	2	7
PBWE	48	26	18	2	6
All trainees	60	19	14	3	4

successful results in terms of giving many of the young people a chance to find a type of work which suited them, since the majority would have liked to have continued in at least one of those activities. When questioned about the chances of actually getting such a job, only a third of WEEP and STC trainees and less than a fifth of the others believed it would be very or fairly easy to obtain this employment. Two thirds agreed that they would need further training or qualifications.

### Social skills training and staff counselling

Of the trainees on STC, TW and CS schemes 42-53 per cent said they were taught how to look for jobs, and similar numbers said they practised writing applications and job interviews. Provision was lower in WEEP and PBWE: for example, ten per cent and 28 per cent respectively were taught how to look for jobs. Of all those who got such training, over 70 per cent said they found it helpful when they came to look for jobs. Smaller numbers overall were taught maths (18 per cent) and English (15 per cent) as part of their training. Over half in each case said they were taught about using machinery, materials and tools. YOP aims where possible to provide counselling and support by staff. Overall 50 per cent had someone in charge they felt they could talk to about both training and looking for jobs, and 44 per cent about any personal problems. WEEP and PBWE trainees again appeared less likely to have access to this kind of counselling, although overall provision was

Table 4 Employment status six months after leaving—potentially disadvantaged groups

	Per cent				
	Employed	Reg. unemployed	On another YOP	In full-time education	Other
Over 26 weeks unemployment before YOP	44	29	19	2	6
Less than 26 weeks unemployment before YOP	62	18	13	2	5
Health problems	41	30	19	1	8
No health problems	62	18	13	3	4
No educational qualifications	54	26	14	1	6
Educational qualifications	64	15	13	4	3
West Indian origin	53	21	13	2	10
Asian origin	62	22	10	4	3
White	60	19	14	3	4
Female	57	19	14	3	8
Male	62	20	14	2	1
All trainees	60	19	14	3	4

Table 5 Occupations at survey

	Per cent	
	Male	Female
Clerical and typing	5	38
Selling	5	18
Other non-manual	1	4
<b>All non-manual</b>	<b>11</b>	<b>60</b>
Catering, cleaning etc	5	11
Agriculture	4	2
Processing, making and repairing (excluding metal and electrical)	16	10
Processing, making and repairing (metal and electrical)	23	4
Assembly and packing	5	5
Construction (labourers)	5	—
Construction (others) and painting	2	—
Transport, materials handling	12	—
General labourers	2	—
Others (manual)	10	8
<b>All manual</b>	<b>89</b>	<b>40</b>

higher in all schemes. For example, 41 per cent of WEEP and 57 per cent of PBWE said that they had someone they felt they could talk to about looking for jobs, compared with over 70 per cent on TW, CS and STC. Where this counselling was available, on each scheme 60 per cent had spoken to staff about work training and about job finding, and around 30 per cent about a personal problem. Of those who did speak to staff about any of these problems around 90 per cent found their counselling helpful, most saying very helpful. Regardless of overall level of provision by scheme type, where training and counselling were available, particularly about job finding, they were used and found helpful by large proportions of trainees.

### Looking for a job

Fifty-eight per cent of trainees said they had looked for a job while on their scheme, with those on WEEP being a little less likely to do so than others. Those who were looking generally used a wide variety of available methods, most popular being newspaper advertisements and contacts through parents and relatives. Fifty-seven per cent of them used the Careers Service, and 50 per cent the Employment Service.

### What they thought of YOP

All the trainees included in the results of the survey had left the schemes when interviewed, most for at least six



months. Their attitudes to YOP were very favourable: 69 per cent of them thought that going on the scheme had increased their chances of getting a job afterwards, 83 per cent thought it had increased their self-confidence, and 73 per cent thought it had helped them in getting on with other people. They were also asked if they had particular likes and dislikes about YOP. Sixty-five per cent mentioned things they liked. Most popular with trainees from all schemes was an activity done, said by 47 per cent of those who had something they liked, and work-mates, 34 per cent followed by being taught skills, 17 per cent. The highest proportions saying they liked the work came from the two schemes which aim specifically to provide activities of value to the community, PBWE and CS. A smaller number overall gave dislikes, 47 per cent and these also included an activity on the scheme, said by 24 per cent of those who had dislikes, and the size of the YOP allowance, 24 per cent. WEEP trainees in particular complained of the size of the allowance, perhaps because of their close contact with regular wage-earners.

### Progress after YOP

Unemployment rates have worsened considerably since this group of trainees were interviewed. The results of this section give for the period of the survey the relative position of those leaving different schemes, and having different characteristics. Immediately on leaving the scheme, 48 per cent of trainees went directly into a full-time job. At six months after leaving 60 per cent of all trainees were in a job, 19 per cent registered as unemployed, 14 per cent were on another YOP scheme, three per cent in education and five per cent not seeking work. Table 3 shows the differences between scheme types, with WEEP the most successful. At six months, 26 per cent from WEEP schemes were employed by their scheme employer, and a further 37 per cent elsewhere. Table 4 shows employment rates after YOP for various potentially disadvantaged groups. Lack of qualifications, health problems, and long period of previous unemployment made major differences, while those by sex, ethnic origin and region (not shown in table) were much more limited. The higher the level of educational qualification, the more likely was the trainee to obtain a job on leaving. Of those with O-levels, 68 per cent were in a job at six months, compared to 54 per cent with no qualifications. This relationship was true within every scheme type, with the exception of STC, where qualifications appeared to

make up difference. Those with health problems did considerably worse in terms of getting employment after the schemes.

Employment rates for the registered disabled were similar to those of other trainees with health problems. Length of previous unemployment also made a considerable difference, particularly so for those few who had previously been unemployed for a year or more. This may be associated with a number of factors—their generally poor qualifications, high local unemployment, personal characteristics not covered by the survey, and the effects of relatively long unemployment itself on the individual or on potential employers' perceptions of the individual. Trainees of Asian origin had similar employment rates to whites. Those of West Indian origin did a little worse. The small numbers of respondents here—an average of 150 in each minority group—mean that these results can only be an indication of their progress.

### Earnings and occupations after YOP

Those who were in employment were asked about their gross earnings at the time of the survey. Overall they earned £46.20 per week, which was 82 per cent of average gross earnings for young people of the same age and sex distribution, estimated from the 1980 New Earnings Survey adjusted to March 1980 using the index of average earnings. Females received substantially lower pay than males, 81 per cent of male gross earnings, although there is no indication that this disadvantage was greater for ex-YOP trainees than for young females in general. Table 5 shows the occupations of those employed. Males were predominantly in manual occupations, females non-manual. The distribution of females in different occupations was strongly related to their level of educational qualifications. As many as three-fifths of all those with O-levels or equivalent were in clerical occupations compared to only one-fifth of those with no qualifications. The other major listed occupations were done primarily by those less qualified. This relationship was much weaker amongst males. Higher qualified males were a little more likely to be working in processing of metal and electrical goods and non-labouring construction work, areas of manual work likely to offer chances of acquiring skills.

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22 Dust Explosions in Factories (011 880851 6) (30p)  
23 Hours of Employment of Women and Young Persons (011 880876 1) (25p)  
25 Noise and the Worker (011 880845 1) (22p)  
33 Safety in the use of Guillotines and Shears (011 880861 3) (30p)  
36 First Aid in Factories (011 880842 7) (25p)  
39 Lighting in Offices, Shops and Railway Premises (011 880869 9) (75p)  
41 Safety in the use of Woodworking Machines (011 880837 0) (£1)  
42 Guarding of Cutters of Horizontal Milling Machines (011 880871 0) (30p)  
44 Asbestos: Health Precautions in Industry 1974 (011 880879 6) (25p)  
45 Seats for Workers in Factories, Offices and Shops (011 880883 4) (55p)  
46 Evaporating and Other Ovens (011 880872 9) (55p)  
47 Safety in the Stacking of Materials (011 880839 7) (40p)  
48 First Aid in Offices, Shops and Railway Premises (011 883132 1) (25p)  
50 Welding and Flame-cutting using Compressed Gases ISBN 011 883366 9 (£1)

### Guidance Notes

Guidance Notes are too numerous to list here but are published in five series: Medical; Environmental Hygiene; Chemical Safety; Plant and Machinery; General. Guidance Notes are on sale only from HMSO, but enquiries concerning which titles are available in the various series may be addressed to HSE (see above).

### \* Agricultural Safety leaflets

Leaflets on a number of aspects of agricultural safety are obtainable on request from HSE (see above).

### \* EMAS leaflets

Leaflets on a number of medical matters, prepared by the Employment Medical Advisory Service, are obtainable on request from HSE (see above).

### \* Free of charge

† Published since last month.

### Health and Safety (Guidance) Series booklets

1 Polyurethane foam (£1) ISBN 011 883208 5  
2 Poisonous chemicals on the farm (£1) ISBN 011 883215 8  
3 Highly flammable materials on construction sites (£1) ISBN 011 883218 2  
4 Highly flammable liquids in the paint industry (£1) ISBN 011 883219 0  
5 Hot work: welding and cutting on plant containing flammable materials (£1) ISBN 011 883229 8  
6 Lift trucks (£1) ISBN 011 883284 0  
7 Container terminals (75p) ISBN 011 883302 2  
8 Fabric Production (£1) ISBN 011 883265 4  
9 Spinning, Winding and Sizing (£1.25) ISBN 011 883266 2  
10 Cloakroom accommodation and washing facilities (£1) ISBN 011 883295 6  
11 Flame arresters and explosion reliefs (£1.25) ISBN 011 883258 1  
12 Off-shore construction (£1.50) ISBN 011 883260 3



# Questions in Parliament



## European training

Mr Richard Alexander (Newark) asked the Secretary of State for Employment if he would make a statement on the training opportunities available to school leavers aged between 16 and 18 years of age in other European Economic Community countries

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between June 10 and July 31 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

and the numbers taking advantage in them compared to those available to those leaving school in the United Kingdom.

Mr Morrison: The latest available data for the European Community (excluding Greece) are as follows:

Percentages of school leavers engaged in different activities on leaving school

Country	Year	Full-time general education	Full-time vocational education	Apprenticeship
Belgium	1977	55	36	4
Denmark	1976	23	13	30
W. Germany	1979	21	19	50
France	1978	27	40	14
Ireland	1977	56	10	5
Italy	1977	20	50	4
Luxembourg	1977	31	31	23
Netherlands	1976	35	29	9
Great Britain	1977	32	10	14

Information on the numbers undergoing part-time education and training other than apprenticeship, and on the numbers of young people undertaking training is not available.  
Source: *Outlook on Training*. Manpower Services Commission, July 1980.

(July 14)

## Young people

Mr Colin Shepherd (Hereford) asked the Secretary of State for Employment what was the percentage of young people who, having participated in the work experience programme, had now secured employment.

Mr Morrison: The most recent survey, which covered a sample of young people who entered work experience schemes under the Youth Opportunities Programme in March 1980, showed that 36 per cent went into employment immediately after leaving their schemes, and a further 13 per cent entered full-time education or training.

(July 28)

## Disabled people

Mr David Young (Bolton East) asked the Secretary of State for Employment what steps he had taken and how much he had spent to publicise the quota provisions of the *Disabled Persons (Employment) Act 1944* so far this year; and how much had been spent in the two previous years.

Mr Morrison: Employers are regularly informed of the provisions of the quota scheme by the Manpower Services Commission's Local Disablement Resettlement Officers in the course of their normal work. A leaflet explaining the provisions is available from Jobcentres and employment offices.

In addition an enquiry is made each year

in May to ascertain the quota positions of employers, and inspections are made of employers' records to ensure compliance with the provisions of the scheme.

The costs of publicising quota are not separately available.

(July 15)

Mr David Trippier (Rossendale) asked the Secretary of State for Employment if he would more widely publicise the maximum salary allowed to be drawn by those in receipt of benefit under the job release scheme for disabled people.

Mr Morrison: Job release allowance is not affected by earnings which do not exceed £4 per week. This is clearly stated in the leaflets which describe the Job Release Scheme, on the form completed by all applicants and on the letter of acceptance sent to all applicants. I am satisfied this is sufficient.

(July 28)

## School leavers

Sir Brandon Rhys-Williams (Kensington and Chelsea, Kensington) asked the Secretary of State for Employment what had been the number of school leavers at the end of the academic year 1979-80; and of these how many were registered unemployed in January 1981.

## Department of Employment Ministers

Secretary of State: James Prior

Minister of State: Earl of Gowrie

Parliamentary Under-Secretaries of State: Peter Morrison  
David Waddington

Mr Morrison: I am informed by the Secretaries of State for Education and Science, Wales and Scotland that the total number of school leavers in Great Britain in the summer 1980 term was about 800,000, including those going on to further education. At January 1981 the number of unemployed school-leavers under 18 years of age was 95,837 but the statistics do not distinguish how many of these were 1980 summer term school-leavers. At May 1980, the last count before summer term school leaving started, the number registered was 45,765.

(June 24)

## Unemployed women

Mr Jim Callaghan (Middleton and Prestwich) asked the Secretary of State for Employment if he would introduce proposals to reduce unemployment among women.

Mr Morrison: The Government is concerned to do all it can to reduce unemployment among both men and women and considers that its policies for improving the competitive position of the economy provide the most effective means in the longer term of generating new employment opportunities. Efforts are being made for the shorter term through the employment and training services to widen the range of job opportunities open to women, particularly in the more skilled and technical areas of work and in industrial management where women are still very much in a minority.

(June 8)

## Unregistered unemployed

Mrs Renee Short (Wolverhampton North East) asked the Secretary of State for Employment what was his latest estimate of the numbers of: (a) men, (b) women and (c) young people who are seeking work but who are not registered as unemployed.

Mr Morrison: It is estimated that in 1979, the latest year which data from all sources of information are available, about a third of a million people were seeking work but not registered as unemployed. About three-quarters of these were women, many of whom were looking for part-time work, but it is not known how many were young people. Later information from the General Household Survey suggests that the numbers may have been similar in 1980.

Various surveys over the years (the latest in 1980) have also suggested that for one reason or another some of the registered unemployed are not actively looking for work or are not concerned about being out of work; estimates of the proportion range between 10 and 20 per cent, varying in part with the coverage and timing of the surveys.

All the above figures have a degree of uncertainty reflecting sampling errors and other survey difficulties, and are not necessarily representative of the position in 1981.

(July 27)

## Average income

Mr Gordon Wilson (Dundee East) asked the Secretary of State for Employment if he would give figures to show the average annual income of those in employment in 1980; and if he would express the average in terms of modality.

Mr Morrison: Estimates of average annual total income or of average annual income from employment of those in employment in 1980 are not currently available. However, the average income from employment in April 1980, as reported in the *New Earnings Survey*, was:

Average weekly earnings (£) of those in full-time employment whose pay was not affected by absence*	124.5
Men aged 21 and over	124.5
Women aged 18 and over	78.8

\* Multiplying average weekly earnings by 52 will not give a precise measure of the annual rate of earnings because there are frequently fluctuations in the rate of pay during a year (for example because of absence from work or the level of overtime working).

Expressing the distribution of average weekly earnings in April 1980 in bands of £10, the modal range (that is the range containing the highest proportion of employees) for men aged 21 and over was £100 to £109 and for women aged 18 and over was £60 to £69.

(July 1)

## Work sharing

The Viscount Hanworth asked Her Majesty's Government whether they had discussed with the trades unions their ideas on work sharing as a means of reducing unemployment, and if so to what extent the unions were willing to accept some small but necessary reduction in shared wages if products produced under such a regime are to remain competitive.

The Earl of Gowrie: We have not discussed this issue specifically with the trade unions. The noble Lord is however quite right to point out that if work is shared to create extra jobs, those involved must accept that their combined wages should be shared too in order to allow the goods or services they produce to remain competitive. Otherwise all the jobs will be put at risk.

(July 15)

## Apprentices

Mr Thomas McNally (Stockport South) asked the Secretary of State for Employment whether he planned any initiatives to increase the number of apprenticeships available in British industry.

Mr Morrison: This Government, like previous ones, takes the view that it is mainly up to industry itself to recruit sufficient apprentices to meet its long term needs for skilled labour. However the Government is at present continuing to support up to 25,000 places a year under the Manpower Services Commission's Training for Skills Programme and has agreed to make available over the next two years a further £20 million to help support industry's long term training.

(July 28)

## Duration of unemployment

Mr Derek Foster (Bishop Auckland) asked the Secretary of State for Employment what was the average duration of unemployment for registered disabled (a) young people (b) women (c) men and (d) as a whole compared to the same groups among the general unemployed for the latest available date and for each year since 1976.

Mr Morrison: It is not possible to calculate a true average duration of unemployment from the statistics available.

However the comparative proportions of registered disabled and all unemployed people who have been unemployed for more than one year, as at October 1980 and for each year since 1976 are shown below.

	Proportion of registered disabled people who have been unemployed for more than one year				Proportion of the general unemployed for more than one year			
	Young people	Women	Men	All	Young people	Women	Men	All
October 1980	11.0	47.3	51.5	50.1	4.4	17.8	25.4	19.2
1979	16.5	53.8	60.7	58.8	6.5	21.6	34.0	25.9
1978	17.2	51.8	57.9	56.3	7.1	19.9	31.9	24.4
1977	16.1	43.1	51.9	50.5	*	13.9	25.7	22.3
1976	10.4	42.1	46.4	45.3	*	10.6	23.4	20.0

\* Separate figures for young people are not available for 1976 or 1977.

(July 23)



**Redundancies**

Mr Austin Mitchell (Grimsby) asked the Secretary of State for Employment whether he would publish in the Official Report a table showing redundancies for the United Kingdom for each Minimum List Heading for manufacturing industry from May 1979 to date.

Mr Morrison: There are no comprehensive statistics of redundancies. The full information requested is not available except at disproportionate cost. The following

table gives the available information relating to redundancies, involving ten or more employees, reported to the Manpower Services Commission as due to occur in each Order of the Standard Industrial Classification in manufacturing industry in Great Britain for the period May 1979 to June 1981. More detailed information by Minimum List Headings is held in the House of Commons Library.

(July 31)

**Redundancies reported as due to occur: May 1979—June 1981\* (Great Britain)**

SIC order	Industry	Number
III	Food, drink and tobacco	46,294
IV	Coal and petroleum products	1,651
V	Chemicals and allied industries	25,068
VI	Metal manufacture	100,494
VII	Mechanical engineering	98,672
VIII	Instrument engineering	9,484
IX	Electrical engineering	66,761
X	Shipbuilding and marine engineering	16,414
XI	Vehicles	75,281
XII	Metal goods not elsewhere specified	52,814
XIII	Textiles	78,027
XIV	Leather, leather goods and fur	4,166
XV	Clothing and footwear	44,506
XVI	Bricks, pottery, glass, cement etc	26,939
XVII	Timber, furniture, etc	16,992
XVIII	Paper, printing and publishing	34,174
XIX	Other manufacturing industries	32,743
	<b>All manufacturing industries</b>	<b>730,480</b>

\* Including provisional figures for May and June 1981.

Note: Figures for February 1981 or later are not fully comparable with those for January 1981 and earlier, because of improvements in data collection designed to secure a better coverage of reported redundancies which are actually expected to take place.

**Closed shop**

Mr Arthur Lewis (Newham North West) asked the Secretary of State for Employment whether he would give an assurance that any proposals which he introduced to deal with the closed shop would apply to all workers and their appropriate organisations and particularly those connected with the legal and medical professions.

Mr Waddington: The law on the closed shop applies to all employees and their appropriate organisations covered by union membership agreements as defined by Section 30 of the Trade Union and Labour Relations Act 1974 as amended in 1976.

(July 14)

**Retail prices index**

Mr Terence Higgins (Worthing) asked the Secretary of State for Employment what would be the effect on the retail price index if

domestic rates were abolished.

Mr Waddington: Domestic rates (net of rebates) account for about 2.8 per cent of household expenditure in the United Kingdom (3.6 per cent if water, sewerage and environmental charges are included). The effect on the retail price index of their abolition would depend upon the extent and nature of any alternative measures to make good the lost revenue.

(July 14)

**Careers Service**

Mr David Madel (South Bedfordshire) asked the Secretary of State for Employment whether the staffing of the Careers Service would be further strengthened in view of the expansion of the Youth Opportunities Programme announced by the Prime Minister on July 27.

Mr Prior: Yes. In agreement with my right hon Friends the Secretaries of State for

Scotland and Wales and I am arranging for a further 125 posts to be made available under the Government's scheme to strengthen the Careers Service. The Government will be considering the staffing implications for the Careers Service of further changes to the Youth Opportunities Programme in 1982/3.

(July 30)

**Industrial tribunals**

Mr Greville Janner (Leicester West) asked the Secretary of State for Employment how many unfair dismissal and how many redundancy pay claims, respectively, had been heard by industrial tribunals during the last two periods of 12 months for which records were available; how many and what percentage in each category had been successful and how many and what proportion had failed; and what was the average award received by successful claimants in each category.

Mr Waddington: The information for the last two periods of 12 months for which records are available is as follows:

	Upheld		Dismissed	
	No.	%	No.	%
1978	3,277	28	8,551	72
1979	3,187	27	8,518	73

Information on average awards is not available but median awards were £375 in 1978 and £401 in 1979.

Redundancy payment claims registered by the Central Offices of the Industrial Tribunals in 1978 and 1979 numbered 2,812 and 2,358 respectively. Information on the number of cases heard and their outcome is not readily available.

(July 28)

**Legal immunities**

The Lord Boyd-Carpenter asked Her Majesty's Government whether trade unions which instruct their members to take industrial action in cases where no dispute existed between those members and their employers were covered by the legal immunities given by current trade dispute legislation.

The Earl of Gowrie: Individual trade union officials (but not trade unions themselves) who instruct their members to take industrial action where no dispute exists between those members and their employers may be legally liable if the industrial action is not in contemplation of furtherance of a trade dispute or constitutes secondary action which is unlawful under the Employment Act.

(June 16)

**Employment topics**

**German labour law**

Recently published by the German Chamber of Industry and Commerce in London is an introductory guide to West German labour law for businessmen who have dealings in the Federal Republic.

The guide, written by Dr J. Meo-lering of the chamber's legal department, gives clear and concise information about the legal side of industrial relations in the Federal Republic, including such areas as codetermination, the law of the labour contract and tax and social security aspects.

**Ten stations**

Five of its ten sections discuss the various sources and kinds of labour law in Germany (ranging from the constitution itself to individual labour contracts), and the importance of the legal distinctions between blue- and white-collar employees, and go on to describe the law on collective labour issues. Included here is discussion of trade unions and employers' associations, collective agreements, strikes, the law on shop-floor activities, and arrangements for codetermination in management.

**Relationship**

Ending this part of the guide is a discussion of the legal relationship between the individual worker and the employer, including the nature of the labour contract, termination including unfair dismissal, other rights, for example for pregnant employees, working hours and public holidays.

The remaining five sections consist of short notes on the German labour courts, taxation, child benefits, saving incentives and social security. Finally there is a copy, in German as well as English, of a typical labour contract. The guide is well organised and clearly laid out and, so far as possible, the author has avoided technical legal language. A useful contents page makes it easy to find information on particular topics.

German labour law, by Dr J. Moellering, is published by the German Chamber of Industry and Commerce, price £9 to members of

the chamber and £15 to non-members. (Copies are available from the German Chamber of Industry and Commerce at 12/13 Suffolk Street, St James's, London SW1Y 4HG.)

**RPPITB report**

The Rubber and Plastics Processing Industry Training Board continued to place major importance on the training needs of young people. This was reported in the Report and Statement of Accounts of the Board for the year ended March 31, 1981.

**Schemes**

The Board had been involved in 70 schemes of Unified Vocational Preparation (UVP) involving over one hundred companies and hundreds of youngsters. It intended to launch another 30 schemes in the coming year. In addition to continuing to include YOP participants in these schemes, the Board plans to join other ITBs and the MSC in launching and managing further YOP schemes.

**Export capability**

For some years the Board has encouraged the marketing potential of the rubber and plastics processing industries to improve its exporting capability. A number of Export Marketing Workshops has been run in conjunction with Durham University Business School. These have resulted in major improvements in the export performance by the participating companies.

**Register**

The Board also aids individuals who have become unemployed in the industry. To this end the Board established a skills register by which skilled vacancies and available manpower resources might be matched. In addition, the Board introduced a Redundancy Counselling Service for companies. Both these initiatives are in the early stages of development, and it is hoped that such measures will not be needed to become permanent features of co-operation between the Board and the industry.

**Health surveillance**

The improvement of occupational health rested primarily on those working in industry and much screening of people at risk could be undertaken by a suitably trained nurse under medical direction. These are the two main recommendations of a guidance note published by the Health and Safety Executive.

**Attention**

Health surveillance by routine procedures, (MS18) also states that the doctor should see only those patients identified by the nurse as requiring medical attention. It also accepted that certain tests could be undertaken by other qualified personnel.

Suggestions on the methods of routine health vetting of employees in industry described in the note can guard the health of all workers. They demonstrate how to make use of

trained personnel and of modern screening techniques. Various levels of vetting are described, from simple self-checks by employees to a full medical examination by a doctor.

**Guidance**

The note is issued purely for guidance and no new requirements are imposed on employers. It stems from conclusions made in the HSC discussion document, Occupational health services—the way ahead, published in 1977.

Employers are advised to assess, in collaboration with employees or their representatives, the work processes involved, the substances used and other factors which may affect health. This is to identify, as early as possible, any variations in the health of employees which may be related to their working conditions.

Health surveillance by routine procedures is published by HMSO at £1 (ISBN 0 11 883375 8).

**Special exemption orders, June 1981**

The Factories Act 1961 and related legislation restrict the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on June 30, 1981, according to the type of exemption granted were\*:

Type of exemption	Female (18 years and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours †	17,607	795	1,165	19,567
Double day shifts ‡	31,477	2,543	2,039	36,059
Long spells	11,132	410	935	12,477
Night shifts	58,268	2,479	1,005	61,752
Part time work §	11,132	161	239	11,532
Saturday afternoon work	4,462	175	211	4,848
Sunday work	46,911	1,006	1,365	49,282
Miscellaneous	6,404	358	323	7,085
<b>All</b>	<b>187,393</b>	<b>7,927</b>	<b>7,282</b>	<b>202,602</b>

\* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours of overtime.

‡ Includes 9,965 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.



## Employment and Training Act— section by section

□ **Section 1** enables the Secretary of State to establish, abolish, or change the scope of an industrial training board by Order after consulting the Manpower Services Commission but without necessarily acting on its advice. It also amends the requirements for consultation by the Commission before making an Order so as to permit their consultation to be on a more general basis.

**Section 2** alters the purpose for which an industrial training board may impose a levy so that it can use the proceeds to meet any of its expenses (including operating expenses). It also enables a board to use any money it already has from past levies for such expenses.

**Section 3** provides that the criteria for exemption of employers from levy on the ground of adequate training need no longer relate solely to the needs of the establishment. The criteria might, for example, be related to the training needs of the industry as a whole for a particular occupation. Section 3 also enables a levy of not more than 0.2 per cent of an employer's pay bill to be imposed without exemption certificates conferring any exemption and without, as is at present required, there being a consensus of employers in favour of a non-exemptible levy. However, a non-exemptible levy of more than 0.2 per cent of an employer's pay bill needs to be either (as now) supported by a consensus of employers in the industry or approved by an affirmative resolution of both Houses of Parliament.

A consensus of employers in support of a non-exemptible levy over 0.2 per cent of an employer's pay bill can be used to support a second such levy without further consultation of employers being required, provided that the second levy order is made within two years of that support by the consensus, and its contents are not inconsistent with that consensus.

This section also imposes a duty on a board to submit levy exemption proposals at or before the time when it submits proposals for raising a levy, except where there is to be no exemption from levy, and enables the Secretary of State and the Commission to issue guidance on the criteria for exemption.

**Section 4** excludes an employer from liability to pay levy or to provide information to a board in the

case of an establishment wholly or mainly in an enterprise zone. It gives the Secretary of State power, after consultation with the Commission or on its advice, to restrict the application of the provision by order.

**Section 5** amends the Commission's powers to direct an industrial training board to submit proposals and the procedure leading to the Secretary of State's power to declare a board to be in default. Commission directions must include a time limit for the submission of a board's proposals. In the case where the Secretary of State has directed the Commission to direct a board to submit proposals a new procedure is laid down which enables the Secretary of State (not the Commission) to decide whether the proposals (and any fresh proposals) are satisfactory.

**Section 6** provides for the modification of the Industrial Training Act 1964 in the ways set out in *Schedule 1*. *Schedule 1* removes Ministerial control over the appointment and the terms and conditions of service of staff of an industrial training board, and of the chairman of a committee of a board to which functions are delegated. It also removes such control over allowances (other than allowances for the loss of remunerative time) paid to members of a board or a committee of a board. It empowers the Minister to require a board to publish information subject to safeguards about confidentiality, whether in its annual report or otherwise, and requires the Commission in the case of an application from an employer to transfer an establishment of his from the scope of one board to that of another, to transmit the request to the Secretary of State, together with its recommendation. It enables the Secretary of State, when making an order to establish, abolish or change the scope of a board, to amend an earlier order transferring establishments between boards. It ensures that a levy order can impose a time limit within which any appeal against assessment to levy must be made.

*Schedule 1* also provides that no matter relating to the imposition of a levy may be decided by a board without the agreement of a majority of the employer members of the board. It enables the Secretary of State to pay pensions to the former chairmen of boards that have been wound up, and to make up all or

part of any deficit in the Industrial Training Boards' Combined Pension Fund in respect of such boards.

**Section 7** provides that clauses 1-6 of the Bill do not affect the application of the Industrial Training Act 1964 to the Agricultural Training Board.

**Section 8** permits the trustees of the Industrial Training Boards' Combined Pension Fund to change the rules of the Fund with the consent of three-quarters of the boards.

**Section 9** provides for the abolition of the Employment Service Agency and the Training Services Agency, and *Schedule 2* contains amendments consequential on their abolition. (The functions of these agencies are now carried out by divisions of the Manpower Services Commission).

**Section 10** provides statutory authority for the Manpower Services Commission, the Advisory, Conciliation and Arbitration Service, the Health and Safety Commission and the Health and Safety Executive to retain their receipts, where the Secretary of State and the Treasury agree. It also provides that any receipts by those bodies not so retained shall be paid into the Consolidated Fund.

**Section 11** enables certain provisions to be brought into force by commencement order. These are:

- (a) Section 2—which concerns the purpose for which a levy may be imposed, and for which money already raised by levy may be used;
- (b) Paragraphs 1, 7 and 8 of *Schedule 1*—which concern Ministerial control over the appointment and terms and conditions of boards' staff and of chairmen of committees to which functions are delegated, and over allowances paid to members of a board or a committee of a board.

The rest of the Act came into force on Royal Assent.

## Distributive industry

□ Approximately ten per cent of the working population, some two and a quarter million people are employed by firms within the scope of the Distributive Industry Training Board. This was one of the figures quoted in the Board's Annual Report and Statement of Accounts to March 31, 1981 recently published.

Two-thirds are employed in distributive firms employing ten or

more and the remainder in the 300,000 establishments with fewer than ten employees. The report also notes that 65 per cent of employees are female and approximately 30 per cent work part-time.

The Distributive industry comprises employers engaged in retailing, wholesaling, hire and rental, mail order and credit trading.

The industry continues to be the largest employer of school leavers, some 20 per cent traditionally joining the industry. This is despite the serious trade recession which led to a significant number of liquidations and bankruptcies, the majority being smaller employers. There has been a reduction in the number of young people being recruited, particularly trainees. The Board are concerned that young people are still not being properly informed about careers and prospects within the industry. Therefore the Board have a particular interest in school curricula, careers advice and the training and higher and further education of young people.

Co-operation with the Special Programmes Division of the MSC in the provision of Work Experience on Employers' Premises Courses (WEEP), meant that eight Board sponsored courses were run for 130 young people in the Merseyside area alone. More than 60 per cent found permanent employment as a consequence.

The impact of new technology on the distributive industry has been fundamental. It has undergone changes in both structure and trading styles. The lower costs of mini- and micro-computers have made them cost-effective for even the smallest firms but unbiased advice and assistance is needed on its implications and applications. Therefore the Board has identified it as a priority training area vital to the development of the industry over the next five years and set up a sub-committee to identify, develop and co-ordinate the training in connection with technological change.

There is evidence that firms are reducing their training staff, particularly full-time training officers, in order to reduce staff costs.

The Board decided to introduce a further series of measures designed to maintain training standards and to contribute to initiatives and to the provision of training in areas essential to the future profitability of the industry. Following widespread consultation with the trade, an extensive package of training incentives and grants was launched in April this year. They will be funded from the Board's own resources and will cost approximately £14 million.

## Lift entrances

□ It is essential to take safety precautions when lift doors are left open, even briefly, during maintenance, states a guidance note\* published by the Health and Safety Executive in June.

People naturally expect that if the lift doors are open the lift is at floor level ready for use. However if a barrier or other precaution is not used there is always a risk of someone falling in the shaft. The note indicates that children, old people and blind people are particularly at risk.

There is a need for a safe system to be agreed and clearly understood by everyone before work on a lift is started. The person responsible for unlocking a landing door should be competent and retain in his possession any special unlocking device which he has used. Suitable warning notices should be displayed at all relevant landings and the door should only remain open for the minimum period of time necessary.

If a barrier is to be used, then it should be effective and the note specifies requirements for a typical barrier and describes and illustrates a type of lightweight, easily-transportable barrier which has been developed.

The possible use of someone to stand by the open doors merits careful consideration and the problems of the building where there can be vandalism and "skylarking" children, should be borne in mind. Reference is made in the note to the availability of barriers and, in this context, the possible need to "tailor" barriers to particular lift installation is considered.

The note gives a reminder that temporary protection at landing entrances of lifts under construction is already covered in a booklet *Safety in Working on Lifts and Escalators*, prepared jointly by the Engineering Employers Federation and the Electrical, Electronic, Telecommunication and Plumbing Union.

\* *Safety at lift landings*, HMSO, or from booksellers, price 50p plus postage. ISBN 0 11 8833839.

## Hearing protection

□ Draft proposals for a uniform statutory system of noise control which could extend hearing protection to everyone at work are contained in a consultative document\* published by the Health and Safety Commission.

In addition to the outline of pro-

posed regulations, the consultative document also contains a draft Approved Code of Practice giving guidance on compliance with the regulations and a draft Guidance Note explaining the technology and terminology of noise control. Published with it is a complementary document† containing some of the material taken into account by the HSC in the formulation of its proposals.

## Universal levelling

The proposals are based on the principles of existing specific noise legislation applying in certain industries and a voluntary Code of Practice‡ issued in 1972. They are designed to promote a universal levelling up of standards to those already achieved by many firms.

Since the HSC decided to publish this consultative document, the European Commission has started discussions on a first draft of a proposal for a Council Directive on the protection of workers from noise. However, it is too early to forecast what changes the European Commission might make to its draft or when the formal submission of a proposal will be made to the Council of the European Communities.

Comments on the HSC's consultative document will be taken into account when determining the UK position on the draft Directive. The need to implement the requirements of any Directive eventually adopted by the Council will clearly be an important factor in determining future action to be taken to control noise in this country.

The proposed regulations outlined in the HSC document lay down the principles of hearing conservation and indicate the conditions under which various actions would be required. A general duty would be placed on employers to reduce any exposure to noise likely to be injurious to hearing to the lowest level reasonably practicable and to ensure that no-one is exposed at work to noise about an average of 90 decibels over an eight-hour day—90dB(A) Leq(8hr).

Where exposure is likely to be above 90dB(A) Leq(8hr) employers would have to reduce noise levels to the lowest level reasonably practicable. This means that engineering control of noise levels should be provided where the cost is not excessive in relation to the benefits obtained. If such control is not reasonably practicable or does not reduce exposure to that limit, then other means such as personal protection may be used. Other actions required above this level by employers are: arranging noise surveys; providing information,

instruction and training; checking control measures etc. are used; producing a programme of action; appointing a qualified noise adviser; and keeping exposure records.

The HSC says it is aware of the strongly-held and differing views about 90dB(A) Leq(8hr) as the main action level but points out that, when coupled with the general duty to reduce all exposure likely to be injurious to hearing to the lowest level reasonably practicable, this standard seems a sensible first step. It is clear, it says, that in view of the evidence of risk below 90dB(A) Leq(8hr), those responsible ought not to be relieved of all duties to minimise exposure. More effort should, however, be required above this level than below it.

## Intolerable burden

In accepting that any attempt to impose an absolute requirement for all noise to be reduced to one limit would impose an intolerable burden on industry and probably result in closure of some parts, the HSC says it has sought a solution in which priority in use of resources is given to areas where risk is greatest and where expenditure of resources will bring the greatest benefit in reduction of the number of workers suffering hearing loss caused by noise.

It proposes that the duties to reduce noise levels should be limited by "reasonable practicability", thus allowing the cost of noise reduction to be related to the risk of hearing loss.

The HSC points out that, since the problem of risk of hearing loss due to noise at work is widespread and the costs of reducing noise levels vary enormously, the formulation of proposals that will ensure a sound basis for protection of workers have proved difficult. It hopes that the present proposals will provide the basis for discussion before the preparation of proposals for regulations and an approved code of practice.

Comments on the document should be sent to Mr C O Leite, Room 12.17, Health and Safety Executive, 25 Chapel Street, London NW1 5DT by April 30, 1982.

\* Consultative document: *Protection of Hearing at Work: Content of Proposed Regulations and draft Approved Code of Practice and Guidance Note*. HM Stationery Office, price £3.00 or from booksellers. ISBN 0 11 8834312.

† *Some aspects of noise and hearing loss: notes on the problem of noise at work and report of the Health and Safety Executive's Working Group on Machinery Noise*. HM Stationery Office, price £3.50 or from booksellers. ISBN 0 11 883420.

‡ *Code of Practice for reducing the exposure of employed persons to noise*. HM Stationery Office, price £1.05 or from booksellers. ISBN 0 11 8803409.

## Radiation

□ Public anxiety about the possible effects of radiation has been rising again in recent years. So the publication of a revised edition of a National Radiological Protection Board booklet, *Living with radiation*\*, is opportune.

Written for the general public, the booklet spells out the various natural origins of radiation as well as the artificial radiations that have been used for several decades. It points out the two types are no different in kind or effect.

Radiation does contribute to human well-being. It is important to the development of medicine, science and industry. But it is also inherently harmful to humans and people have to be protected from excessive or unnecessary exposure.

The figures show that almost four-fifths of the average annual radiation dose that occurs in the UK comes from natural radiation. And just over 20 per cent from medical radiation. Radiation from fallout and discharges by nuclear power stations total about half of one per cent. Miscellaneous sources which include such things as luminous watches, television sets and air travel contribute a similar amount.

It is interesting to note that one third of the average radiation dose received in the UK comes from one's own home. And that the well-insulated energy-saving house can contribute a higher dose.

A chapter on nuclear reactors explains the two types operating in the UK, the fuels and processes they use and a diagram of how they work. It explains how the HSE is involved in reactor design assessing designers' analyses of probable faults. Safety assessment principles for new reactors have been published by the HSE, who are also concerned with the siting of new power stations.

The management and disposal of the radioactive waste that arises in the nuclear fuel cycle are given in the final chapter. There is also a useful glossary of terms.

Reading this booklet may help dispel people's fears of radiation or rather the fear of the unknown effects of radiation. Too scientific to be called "a child's guide" it none the less does describe the complicated processes and origins of nuclear power in a way that can be understood by most laymen.

\* *Living with radiation*. The National Radiological Protection Board; HMSO, 50p (ISBN 0 85951 145 6).



## MSC's report

□ A record number of 360,000 young people catered for on YOP courses was one of the substantial achievements recorded in the Manpower Services Commission's 1980/81 annual report\*. Other achievements listed, during a time of rising unemployment and financial constraint, included the employment found for one and a half million jobseekers, the temporary work provided for 18,400 long term unemployed, the training of over 66,000 adults under TOPS, and the support for skill training for 25,000 apprentices and other young people through ITB's and similar organisations.

Services to disabled people were maintained. The first "Fit for Work" Awards were made to 100 employers for their efforts in employing the handicapped. The report stated some 39,000 disabled people were found jobs during 1980/81 and the campaign to encourage firms to adopt constructive policies was continuing. New committees for the employment of disabled people and arrangements involving local communities in promoting their employment had been established.

Other points in the report include:

### The labour market

Unemployment in Britain rose from 1.41 million to 2.38 million between March 1980 and March 1981. Output fell by more than 10 per cent—and in the manufacturing sector it fell by 15 per cent, attended by a 10 per cent fall in employment. After a decade of growth, employment in the service sector declined as well.

Redundancies occurred at about three times the average of recent years. Wales, the West Midlands and the North, with higher proportions of their labour force in the manufacturing sector, suffered the largest proportion of job losses.

### Levelled off

The number of vacancies notified to the Employment Service fell sharply during the year, but the "stock" of vacancies available at local offices appeared to have levelled off at about 100,000 in the first quarter of 1981. There was also a general disappearance of skill shortages, except for a very few occupations, mainly in the South East and East Anglia.

The unemployment rate among the under 18s reached nearly 20 per cent—there were 78,000 more jobless school leavers in July 1980 than in July 1979. The number of people

out of work for over a year increased from 334,000 to 490,000 during 1980-1.

### Young people

A record number of young people were given work experience and training under the Youth Opportunities Programme. It was originally planned to provide 250,000 opportunities, but the Commission expanded the Programme to cater for 360,000 young people and spent £215.1 million on the Programme.

The Commission's undertaking to offer a place on YOP before Easter of 1981 to every unemployed 1980 school leaver was substantially met. 234,000 school leavers entered the Programme—one in three of all those who left in 1980.

By Easter 1981 only 5,300 school leavers had yet to be offered a place on YOP—the majority of whom were in London and the Midlands.

Greater emphasis was placed on improving the quality of opportunities provided and Government approval was also given for the expansion of the experimental Unified Vocational Preparation scheme designed to improve vocational training for young people in employment where they have traditionally received little or no training.

### Apprentices

Another major problem faced by the Commission last year was the serious decline in industry's recruitment of apprentices. During the year, funds were increased to provide for 25,000 apprenticeships and other long-term training places for young people. However, despite this support, apprentice recruitment dropped by ten per cent.

The New Training Initiative was drawn up during the year and published as a consultative document on May 21, 1981. One of the major aims identified is provision of opportunities for all 16 and 17 year-old school leavers not continuing in further education to enter training or a period of planned work experience. This would involve a major expansion of the Unified Vocational Preparation scheme for employed school leavers and a further improvement in the quality of training and work experience in a greatly expanded Youth Opportunities Programme as well as a rethink by employers of their approach towards the employment and training of young people.

### Meeting skill needs

The Commission spent £350 million to help meet employers' needs

for skilled manpower. The Training Opportunities Scheme accounted for £247.6 million of this budget, and provided training for 66,418 adults, including 25,000 women. Although 8,000 fewer people were trained under TOPS than in the previous year, the numbers trained in computer skills doubled to over 4,000.

In line with the MSC's Training for Skills Programme, priority was given to the development of training of technicians, particularly in electronics and micro-electronics skills.

### Recession

Placing rates for TOPS trainees were adversely affected by the recession. Skillcentre placing rates being particularly badly hit by the decline in the manufacturing sector.

The support and promotion of training of people in work continued with over £50 million in training grants via the industrial training boards and other industry training organisations. Industries with skills considered to be of key national importance received special assistance.

### Sector review

Following the publication of a report "Outlook on Training" which looked at the training needs of the 1980s, the Commission began a sector by sector review of industry's needs including the role of each Industrial Training Board.

A second major objective of the New Training Initiative is to widen the range of training and retraining opportunities for adults. Proposals were developed during the year for an "Open Tech" distance learning programme to extend training in the technical field; these were published in a consultative document on May 14, 1981.

### Meeting employment needs

Despite the steep rise in unemployment and a ten per cent cut in the staff of the employment service—1,400 posts—Jobcentres and Employment Offices filled over 1,500,000 vacancies. About nine out of ten people who were found jobs were unemployed.

The opening of 74 Jobcentres brought the total number in operation at the end of March 1981 to 719. In line with the increased emphasis on self-help in the employment service, nine new Joblibraries were opened.

Over 120,000 applications for TOPS courses were taken by the Employment Service. In addition, young people and the long term unemployed were recruited to the

MSC's Special Programmes, and unemployed people wishing to move to jobs in other areas were given assistance.

Information and support services including half-day job hunting seminars and career review courses were available to jobseekers through the Professional and Executive Recruitment arm of the Employment Service. More employers made use of PER following the replacement of its computerised matching system by a weekly jobs magazine *Executive Post*. This new self-selection system became fully operational in October 1980, six months early.

The Commission considered a proposal that registration at Employment Service Offices for unemployed people claiming benefit should be made voluntary. The Commission has been discussing with Ministers the possible effect of this proposal on the work of the Employment Service.

### Help for special groups

The Commission continued to assist the sheltered employment of nearly 14,000 seriously disabled people with financial support of over £50 million and provided employment rehabilitation courses for 16,000 people (the great majority of them disabled people) experiencing particular difficulty in returning to work after illness, injury or long periods of unemployment.

In its final year of operation, 18,400 long-term unemployed adults were found temporary employment under the Special Temporary Employment Programme. This was replaced from April 1981 by the nationwide Community Enterprise Programme with a budget of £85 million—nearly twice the sum spent on STEP in 1980-1.

### Enabler posts

Special efforts were made to encourage people from ethnic minorities to participate in YOP and STEP. Special "enabler" posts are to be established to assist people from ethnic minorities to develop local schemes, and during 1980-1, TOPS preparatory courses provided training for 3,532 people, many of whom were from ethnic minorities, in basic literacy, numeracy and spoken English. Twenty-eight MSC sponsored Industrial Training units provided training for people in work for whom English was a second language.

\* MSC Annual Report 1980/81. Copies available from MSC Secretariat, (Room 10/6) Selkirk House, 166 High Holborn, London WC1V 6PF.

## Disabled people

□ At April 21, 1981, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 460,178. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register.

Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

### Returns of unemployed disabled people at June 11, 1981

	Male	Female	All
Section 1			
Registered	56,032	9,076	65,108
Unregistered	80,985	22,007	102,992
Section 2			
Registered	6,079	1,555	7,634
Unregistered	2,927	1,067	3,994

### Placings of disabled people in employment from May 9, 1981 to June 5, 1981

		Male	Female	All
Registered	Open	1,490	355	1,845
Unregistered	Sheltered	79	39	118
Unregistered	Open	915	404	1,319
All placings		2,484	798	3,282

## Littlebrook "D" power station report

□ Four men died and five were seriously injured at the Littlebrook "D" power station site, Dartford, Kent because the single suspension rope of the hoist cage in which they were travelling broke at a point weakened by corrosion and lack of lubricant, a report\* by the Health and Safety Executive published in June stated. The safety gear failed to operate and the cage fell more than 30 metres to the bottom of a 60 metre shaft.

The deterioration took place over a relatively short period and had not been detected. Analysis of the water in the shaft showed that it contained salt and the corrosion was consistent with the rope having been impregnated with salt water.

### Safety mechanism

A detailed investigation by HM Factory Inspectorate of the accident on January 9, 1978, supported by specialists of HSE's Research and Laboratory Services Division, also concluded that both clamping units of the cage safety mechanism were found to be corroded and coated with a hard, cement-like material,

which prevented it from working. The deposits on the safety gear should have alerted the staff to the need for the highest standards of maintenance to ensure safety in the harsh conditions on site.

### Sub-contractor

The company operating the hoist was Edmund Nuttall Ltd, a specialist sub-contractor, whose job was the construction of tunnels leading from the onshore outfall shaft under the River Thames, to a similar shaft offshore, part of the cooling water system. The accident happened in the onshore outfall shaft.

Contributory factors were that the statutory six monthly examination of the hoist was overdue and that the weekly site inspection failed to reveal defects. The hoist was also carrying one more than the maximum load of eight passengers.

The exact pattern of routine maintenance of the hoist could not be established, since the contractors kept no record of such work, stated the report. It was impossible to ascertain whether or not the hoist had been maintained in accordance

## Aerospace earnings

□ A further survey in the series covering the earnings and hours of manual workers in the aerospace equipment manufacturing and repairing industry (MLH 383 of the Standard Industrial Classification) was carried out for April 1981.

The latest figures are shown below. They relate to the pay-week which included April 29, 1981, or, if the establishment was stopped during that week by special circumstances, the nearest ordinary week.

The survey was voluntary: more than 100 establishments returned forms in time for tabulation, accounting for around 83 per cent of the manual workers for whom information was requested.

### Aerospace equipment manufacturing and repairing (MLH 383)

Average weekly earnings, hours worked and hourly earnings of full-time\* manual workers in April 1981

	Numbers shown on returns received	Average weekly earnings	Average hours worked	Average hourly earnings
Full-time males on adult rates	73,001	£ 128.21	41.1	p 312.1
Full-time females on adult rates	5,144	92.30	38.1	241.9

\* Ordinarily employed for 30 hours or more a week.

with the manufacturer's instructions. A similar situation existed with rope maintenance and lubrication.

At Gravesend Crown Court on August 24, 1979, Edmund Nuttall Ltd pleaded guilty to four offences in connection with the accident under the Construction (Lifting Operations) Regulations 1961. They were fined a total of £10,000 with £500 costs.

### Training need

The investigation showed a need for training in maintenance so that defects might be recognised quickly and their significance assessed accurately. The report recommends that the company should establish monitoring procedures to ensure that their safety policy is implemented with adequate resources, together with effective regular maintenance schedules for all equipment and proper training and guidance for those employees on whom the safety policy places duties and responsibilities. The content of the statutory inspections should be clearly understood by

Corresponding figures for October 1980 were published in *Employment Gazette* in March 1981 (pp 103 to 114). There is a significant difference between the survey carried out in April 1980 (see *Employment Gazette*, August 1980, p 877) and that for April 1981. As in the survey for October 1980, the survey for April 1981 related to employees on adult rates rather than the earlier definition of those above a certain age, 21 years for males and 18 years for females. Part-time employees and employees not on adult rates, however, were not covered in the latest survey.

staff responsible for carrying them out.

From the lessons learned from the accident the HSE, in consultation with those concerned, is preparing guidance on the use, supply and examination of passenger hoists on construction sites and is considering whether all new construction rope-suspended passenger hoists should, in future, be suspended by at least two ropes. Discussions are taking place with designers and manufacturers of hoists to establish, by prototype testing, the maximum number of "drop" tests which types of safety gear should undergo before requiring replacement.

A technical supplement covering details of the examination of the hoist rope and winch drum, and the examination of the hoist cage and cage safety mechanism is available separately, price £3.00 net, from the Health and Safety Executive, Directorate of Information and Advisory Services (IAS5), Baynards House, 1 Chepstow Place, London W2 4TF (tel: 01-229 3456).

\* The hoist accident at Littlebrook "D" Power Station, 9 January 1978, HM Stationery Office or from booksellers, price £1.75 plus postage. ISBN 0 11 883273 5.



# CASE STUDY

## Small businesses flourish

In the past four years the Manpower Services Commission has provided 61 courses under its Training Opportunities Scheme for people with sound commercial ideas but who lack business experience. As a result 536 small businesses employing 2,857 people have been successfully created.

So far, 70 per cent of msc trained entrepreneurs survived in business for over a year, creating wealth, exports and jobs in return for the £24 million that the msc invests in the courses annually.

Of the 17 companies which resulted from the first two courses in 1977, 13 are still thriving, some

having as many as 30 employees, in areas of high unemployment such as Corby, rural Wales and Liverpool. Trainees from subsequent courses have launched successful ventures throughout the country.

Courses are offered on two main levels: The 16 week New Enterprise Programme, including a four week residential period, is run at business schools in Manchester, London, Durham and Glasgow, and caters for people wanting to build expanding businesses employing ten or more people; and 12 week Small Business Courses are available at 25 educational centres for people launching smaller scale enterprises.

### Special course

In addition, a special course for business men and women wanting to expand established businesses began at Durham in April, a New Enterprise Programme for 17 trainees representing nine co-operative ventures started at Manchester just four weeks ago and a course for innovators based at Imperial College in London is currently being planned.

Basic tuition in finance, marketing, costing, production and law appropriate to the running of any business is combined with individual advice related to the particular businesses of trainees, all of whom are helped to get their businesses off the ground during the courses.

The ages of trainees range from 20 to 60. Their business ideas vary widely and have included bulk packaging, manufacturing of micro-electronic equipment and even building horse-drawn vehicles. But



Sondra Arning: successful landscape gardening business.

(continued) ▶

## → CASE STUDY

all have several important characteristics in common: the drive, determination, judgement—and adequate financial backing—to convince interviewing panels that the £4,425 per head the msc spends on their training is worthwhile.

### Successful trainees

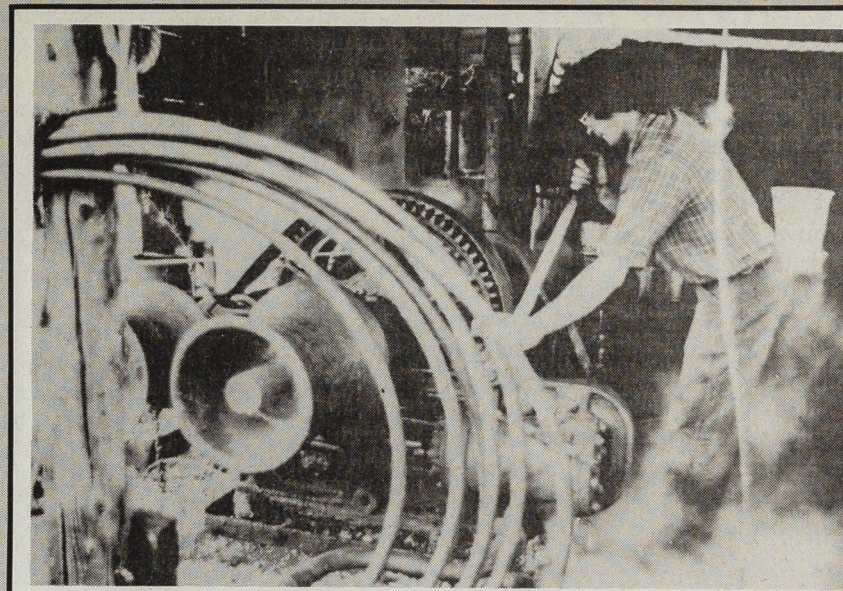
Some of the successful trainees attended a seminar held at the London Business School last month where speakers included industry minister Mr John McGregor and Mr Peter Morrison, Parliamentary Under Secretary of State for Employment, as well as Sir Richard O'Brien, chairman of the Manpower Services Commission.

Tony Bianchi, 39, left his job as general manager of a graphic arts equipment and display case manufacturer because he felt that he could set up a more profitable business offering a wider range of products on his own.

He attended the first NEP at Manchester Business School which gave him the chance of clarifying his business strategy. He teamed up with another course member, Alan Peach, and together they launched a firm manufacturing luxury display cabinets, tailor-made to customers requirements. Their firm, Bianchi, Peach and Burgess, based for the last 2½ years in Corby, now employs 22 people and has reached an annual turnover of £500,000.

Arun Bose, 28, won a trophy as top apprentice boat builder of 1971 and after attending an NEP at Glasgow Business School, he has proved that he is equally competent as a businessman. The Kyle of Bute Boatyard he bought in October 1979 at Tighnabruaich in Argyll, provides storage, moorings, maintenance and repairs for yachts up to 15 tons and has already earned a yearly turnover of £40,000.

Mr Bose is now the largest em-



Arun Bose: largest village employer.

ployer in the village with four full-time and five part-time employees—all previously unemployed—whom he has trained in woodwork, electrical work, basic marine engineering and painting. He hopes to expand further and provide employment for up to 15 people.

Pamela Murphy, a 58-year-old grandmother, retired from farming in Buckinghamshire three years ago to concentrate on developing and marketing a machine for separating the liquid and solid components of cow manure for safe and productive re-use as fertiliser.

She convinced her interviewers at the London Business School that she had the motivation and business flair to make the "Murphy Slurry Separator" she had patented and its by-products a commercial success. She has only been in business for a year but has already taken on a manager and part-time secretary and her separating machine has generated interest in Holland, Sweden, Hong Kong and Kenya.

Dr. Allan Fozard, 43, was the chairman of a micro-electronics systems firm before a takeover bid made him decide to set up his own

business two years ago. During the NEP he attended at Manchester Business School, he took the initial steps towards setting up his product-based electronics company specialising in applied micro-electronics and information systems with scientific and laboratory applications.

Although Dr Fozard, a family man, had considerable business experience, there were gaps in his commercial knowledge—particularly his grasp of taxation—which the course helped him overcome before he set up in business on his own. His company, Apoloco based in Newcastle-under-Lyme has carried out a number of major projects for internationally known concerns and employs nine people. The many occasions on which he has worked around the clock are now paying off.

Terry Neill, 40, is an example of a current trainee who is regarded by the London Business School as a potential success. He considers that the current economic climate and the forecast for the future is favourable for a small business manufacturing printed folding cartons for consumer products. With the help of

(continued) ▶



## → CASE STUDY

tutors and other contacts at the business school, he is looking for suitable premises, raising finance and for employees willing to risk joining a new company which he expects to break even in 16 months.

He found the residential component of the course particularly helpful and enjoyed sharing his plans and problems with others in a similar situation.

His factory will be based in the Maidstone area and he hopes to be employing 15 people after three years in business.

**Don Stewart, 49**, had considerable management experience before he went on the NEP at Durham University Business School. But before setting up his precision plastics moulding and metal presswork company in Cramlington, Northumberland he wanted to clarify his business objectives, including sales predictions and cash flow projection, and the 16 weeks he spent on the course helped him to do this.

In its third year of operating, his company's turnover is in the region of £200,000 and the firm he worked

for before he ventured in business alone is now his major customer. He has already succeeded in providing 12 jobs in the hard-pressed North East and hopes to take on more staff in the near future.

**Sondra Arning, 39**, developed a love of plants in the tropical West Indies where she was born and the Small Business Course she attended in London, helped her turn her hobby into a landscape gardening business. Just a year after completing the course, she has broken even and is hoping to take on an assistant.

She now thinks of herself as a business woman with skills which could be transferred to any business and is confident that she can combine her role as an entrepreneur with looking after her eight-year-old twins.

**Nicholas Matveieff, 41**, a qualified chartered accountant, was made redundant in 1979. On the NEP he attended in Manchester, he teamed up with Welshman Alun Gape, previously employed as a precision saw-cutter, and together they set up a sawmill for homegrown softwood in Welshpool.

They now employ 22 people in an



Mrs Murphy: a businesslike product.

area of high unemployment and since March, have operated a double shift. With a turnover of £60,000 a month, their business is an example of highly successful import substitution. ■



Sue Jones designs and markets toys and games. She attended a 16 week course run under the msc's New Enterprise Programme.



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